



OCT 2023



# UAW FORD AGREEMENT



**Highlights**  
Inside



# A Message to UAW Members at Ford



Dear UAW Ford family,

We can all agree that this has been a historic round of negotiations. When we say we have made history, we don't just mean our national negotiators and leadership team. We mean we, the UAW. We mean the Stand Up Strikers of Local 900 Michigan Assembly who took our first step. Our family at Local 551 Chicago Assembly who brought the noise. And our brothers and sisters at Kentucky Truck Plant Local 862, who landed the biggest blow. Everything we did at the bargaining table, every extra hundred million we got the company to give up, was because of you, the members. We send this contract to you because we know it breaks records. We know it will change lives. But what happens next is up to you all.

We set out to do many things that we were told were impossible. We fought like we've never fought before, and we won like we've never won since the days of Walter Reuther. We got back COLA. We brought back a three-year wage progression. We killed the wage tiers at Sterling Axle and Rawsonville.

The gains in this agreement are worth more than four times the gains in the 2019 contract. In fact, the gains in each individual year of this agreement are worth more than the entirety of the gains in the last contract. The 2023 agreement is worth more than the past four contracts combined. It has more in General Wage Increases than Ford workers have received in the past 22 years combined.

And it's not just record-breaking. As we've said, this contract will change lives.

- Our lowest-paid members will see a 150 percent raise through this agreement. That's not a typo. Temps hired this year at \$16.67 will earn over \$40 per hour in base wages by the end of this agreement, over \$42 an hour with estimated COLA.
- Lower-tiered members at Sterling Axle and Rawsonville will see immediate raises ranging from 53 to 88 percent. A member with three years seniority at those facilities will, upon ratification, go from \$18.96 to \$35.58.
- With COLA, by 2028, we'll have a top rate of over \$42 an hour for production, and over \$50 for skilled trades, an over 30 percent raise. By the end of this agreement, our starting rate will be pushing \$30 an hour with COLA, nearly a 70 percent bump from today.

And just as importantly, we did it together. This wasn't a backroom deal hammered out by the President or Vice President. From the International Executive Board and the President's Office to the UAW Ford Department, to our national negotiators, our National Ford Council, our local leadership, and our rank-and-file members, everyone played a role in securing this victory.

We went into this round of bargaining with the goal of addressing decades of concessions and givebacks. We know that the Stand Up Strike will go down in history. For months we have insisted that "Record Profits Mean Record Contracts," and after standing together, we made good on that demand. While we may not have won everything we wanted, we won more than most people thought was possible. This contract will not only change lives now, but it lays the foundation for even bigger gains in the future. That is why we both whole-heartedly endorse this tentative agreement.

In solidarity,

**Shawn Fain, President**  
International Union, UAW

**Chuck Browning, Vice President**  
UAW Ford Department



1. QR Code for FAQ
2. QR Code for Changed Pages Book





# Highlights

- ▶ No Concessions.
- ▶ COLA Reinstated
- ▶ Historic Wage Increase
- ▶ Wage Tiers Eliminated
- ▶ Grow in Reduced to Three Years
- ▶ All New Temporary Employees Converted to In-Progression After 9 Months
- ▶ Skilled Trades \$1.50 Tool Allowance
- ▶ Tuition Assistance Increased to \$8,000
- ▶ Family Days Maintained
- ▶ Health Care Enhancements
- ▶ \$5,000 Ratification Bonus
- ▶ Deleted Warehouse Competitiveness Letter (PS&L)
- ▶ No More Tiered Vacation Time
- ▶ Additional Holiday Added: Juneteenth
- ▶ Temporary Workers Eligible for Bereavement, Jury Duty and Tuition Assistance
- ▶ Short Work Week Improved
- ▶ Paid Parental Leave
- ▶ Ergonomic Flooring for PS&L
- ▶ \$1,500 Voucher Toward Vehicle Purchase
- ▶ One Step Added to the Attendance Progression
- ▶ Attendance Discipline Zeroed Out
- ▶ Quality No Knock Audits
- ▶ Recognition Program Added to the Joint Trust LTAF Program
- ▶ Product Investment
- ▶ Enhanced Profit Sharing Formula
- ▶ EV Work Commitment
- ▶ Maximum of 1 Week Forced Vacation at Shutdown
- ▶ Journeyperson Can No Longer Be Forced to Production
- ▶ Special Retirement Incentive (SRI) Packages
- ▶ Right to Strike Over Plant Closing Moratorium
- ▶ Outsourcing Moratorium
- ▶ Increased Moving Allowance
- ▶ SUB Pay Eligible for All After Three Months Continuous Service, including Temporary Employees
- ▶ Retirement Improvements for All
- ▶ Battery/EV Plant Agreements

# SIGNIFICANT ECONOMIC IMPROVEMENTS

The tentative agreement provides historic economic gains for our UAW members through a combination of annual general wage increases, the reinstatement of Cost of Living Allowance (COLA), and an up-front lump sum ratification bonus of \$5,000.

Annual base wage increases in every year of the UAW Ford Collective Bargaining Agreement for the first time in over twenty years. Members will receive an unprecedented 11% wage increase upon ratification of the proposed agreement. The annual general wage increases proposed in this tentative agreement are groundbreaking and unparalleled in the auto industry.

The reinstatement of the Cost of Living Allowance (COLA) will provide greater security for our members and protect our purchasing power when inflation increases per the Consumer Price Index (CPI).

## GENERAL WAGE INCREASES (GWI) | 29A (BEFORE COLA)

DATE	GWI Percentage
Upon Ratification	11%
October - 2024	3%
October - 2025	3%
October - 2026	3%
October - 2027	5%

} **25%**

Top Rate Example General Wage Increases (GWI) (With Projected COLA)		
	Production*	Skilled Trades*
<b>Current Top Rate</b>	<b>\$32.05</b>	<b>\$36.96</b>
11% GWI (Upon Ratification)	\$3.53	\$4.07
Skilled Trades Tool Allowance	-	\$1.50
2023 COLA Estimate	\$0.12	\$0.12
<b>End of 2023 Top Rate</b>	<b>\$35.70</b>	<b>\$42.65</b>
3% GWI (October 2024)	\$1.07	\$1.28
2024 COLA Estimate	\$0.45	\$0.45
<b>End of 2024 Top Rate</b>	<b>\$37.22</b>	<b>\$44.38</b>
3% GWI (October 2025)	\$1.10	\$1.31
2025 COLA Estimate	\$0.36	\$0.36
<b>End of 2025 Top Rate</b>	<b>\$38.68</b>	<b>\$46.05</b>
3% GWI (October 2026)	\$1.13	\$1.35
2026 COLA Estimate	\$0.39	\$0.39
<b>End of 2026 Top Rate</b>	<b>\$40.20</b>	<b>\$47.79</b>
5%GWI (October 2027)	\$1.94	\$2.32
2027/ 2028 COLA Estimate	\$0.46	\$0.46
<b>End of Contract Top Rate</b>	<b>\$42.60</b>	<b>\$50.57</b>

## Wage Increase Retroactive to October 23, 2023 | 2C

Due to the extended bargaining of these negotiations, your negotiators were able to secure that the wage rate increase will be paid retroactively for all hours worked on and after October 23, 2023. These wage rate adjustments will be issued as soon as practicable but no later than pay ending December 17th, 2023.

**Top Rate  
Grows 33%**

\*Based on most-populated base rate



# New Hire Wage Progression | 31A

The negotiated classification rate progression for current members and future new hires to reach top rate was addressed by your bargaining committee. Members will now reach top rate of their classification upon completion of working on active rolls for 156 weeks (3 years). Current members will be placed and paid the appropriate hire-in-rate based upon the number of weeks on active rolls as of the effective date of the 2023 Collective Bargaining Agreement.

## HIRING-IN RATE SCHEDULE (3-YEAR GROW-IN)

On Active Rolls	% of Top Classification Rate
First 52 Weeks	70%
Upon Completion of 52 Weeks	75%
Upon Completion of 104 Weeks	85%
Upon Completion of 156 Weeks	Top Rate

## HOW WILL MY WAGES CHANGE?

My Current wage	Immediate Adjustments at Ratification 2023	+ 52 week step increase	October 2024 3% In-crease	+52 week step increase	October 2025 3% In-crease	+52 week step increase	October 2026 3% Increase	October 2027 5% Increase
\$18.04	\$24.91	\$26.69	\$27.49	\$31.15	\$32.09	\$37.75	\$38.88	\$40.82
\$19.10	\$26.69	\$30.24	\$31.15	\$36.65	\$37.75			
\$20.69	\$30.24	\$35.58	\$36.65					
\$24.40	\$35.58							
\$25.46								
\$26.52								
\$27.58								
\$29.71								
\$32.05								

\*Rates in table above do not include COLA.

## Immediate Wage Increases - Production

Current		Tentative Agreement		
Seniority	Hourly Rate	Seniority	Progression	2023:
Start	\$18.04	Start	70%	\$24.91
1 Years	\$19.10	1 Years	75%	\$26.69
2 Years	\$20.69	2 Years	85%	\$30.24
3 Years	\$24.40	3 Years	100%	\$35.58
4 Years	\$25.46			
5 Years	\$26.52			
6 Years	\$27.58			
7 Years	\$29.71			
8 Years	Top Rate			

38% increase →  
40% →  
46% →  
46% →

11% - 40% Immediate Top Rate

Continue through "How Will My wages change" table above

## Immediate Wage Increases - Rawsonville/Sterling

Current		Tentative Agreement		
Seniority	Hourly Rate	Seniority	Progression	2023:
Start	\$16.25	Start	70%	\$24.91
1 Years	\$17.16	1 Years	75%	\$26.69
2 Years	\$18.06	2 Years	85%	\$30.24
3 Years	\$18.96	3 Years	100%	\$35.58
4 Years	\$19.86			
5 Years	\$20.59			
6 Years	\$21.22			
7 Years	\$21.85			
8 Years	\$22.50			

53% increase →  
56% →  
67% →  
88% →

58% - 79% Immediate Top Rate

Continue through "How Will My wages change" table above

# COLA RESTORED | 33A

The UAW first negotiated COLA back in 1948 with the purpose of protecting the wages of UAW members against rising consumer prices. COLA remained in place for over 60 years until it was suspended in 2009 due to the Global Financial Crisis.

COLA is calculated quarterly based on changes in the Consumer Price Index ("CPI") published by the U.S. government and is included in your paycheck on a cents per hour basis.

The COLA formula is estimated to generate \$1.78 per hour over the term of the CBA. This estimate is based on a 2.4% average annual inflation increase derived from the Wall Street Journal Economic Survey. Under

this scenario, COLA would provide a total value of around \$8,800 through the CBA term.

COLA is presented separate from base wages on your paycheck and will increase or decrease based on increases or decreases in the CPI (increases in CPI = inflation, decreases = deflation) but in no circumstance will COLA drop below zero. COLA is included in computing overtime premium, shift/crew premium, all contractual paid time off, and call-in pay. Consistent with the formula suspended in 2009, a 10 cent quarterly diversion is in place to offset healthcare inflation. At the end of the contract, the total amount of COLA generated minus five cents will be folded into base wages.

## TOTAL ECONOMIC GAINS

	Production at Full Rate	Skilled at Full Rate	In-Progression	Lower Tier Sterling/Raw-sonville	Temps Converted
<b>Ratification Bonus</b>	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
<b>Tool Allowance</b>		\$14,400			
<b>Value of Wage Increase</b>	\$54,400	\$63,500	\$117,800 - \$156,700	\$146,200 - \$182,000	\$158,000 - \$179,500
<b>COLA Estimate</b>	\$8,800	\$8,800	\$8,800	\$8,800	\$8,800
<b>Value of Economics Gains</b>	\$68,200	\$91,700	\$131,600 - \$170,500	\$160,000 - \$195,800	\$171,800 - \$193,300

Value of wage increases estimated using 2,080 straight-time hours annually. Any overtime would increase the value. Does not include profit sharing. Eligible profit sharing amounts were worth \$26,800 over the last four years.

## PROFIT SHARING ENHANCED | 16H

Since 2011, profit sharing has been based on North American profits and has generated significant annual payouts for UAW members. This year, your bargaining team was faced with a challenge since Ford decided to no longer report North American profits in their financial statements. Ford proposed moving to a new profit figure which would have reduced the average payout by \$1,300 if it had been in place last year. That was a non-starter for the negotiators who won the use a total company profit figure which includes Ford Credit. Using this new figure, the average payout would have been \$1,200 more if in place last year. Mission accomplished.

# \$5,000 UP-FRONT LUMP SUM BONUS

## | 253C

Must meet eligibility requirements.

### 2019 CBA Profit Sharing

#### North American Profits

- Company no longer reports
- Does not include Ford Credit

### 2023 TA Profit Sharing

#### Total Company Profits

- Includes Ford Credit
- \$1,200 higher average payout if in place last year
- Effective for 2023 plan year



# PRODUCT AND INVESTMENT | 31U-39U

Your UAW bargainers set key goals for these negotiations to retain and grow employment opportunities for our UAW members. During these negotiations, your UAW bargaining team was focused on product and investments for all of our plants to secure UAW jobs. They realized the important issues of the transition to electric vehicles and all of the associated work that goes into building them, as well as getting investments into those plants that will continue to make ICE vehicles.

Through these negotiations your bargainers secured \$8.1 billion in product commitments and other investments, surrounding Internal Combustion and Electric Vehicles.

## \$8.1 billion in investment by end of the agreement

ASSEMBLY OPERATIONS	
Plant	Product Investment
<b>Chicago Assembly</b> \$400 million investment	<ul style="list-style-type: none"> <li>Current Explorer will continue, including HEV and Police</li> <li>Aviator will continue through its product lifecycle</li> </ul>
<b>Dearborn Truck / REVC</b> \$900 million investment	<ul style="list-style-type: none"> <li>F-150 will continue, including HEV and Raptor</li> <li>F-150 Lightning will continue through its product lifecycle</li> <li>All new EV truck will be added</li> </ul>
<b>Flat Rock Assembly</b> \$50 million investment	<ul style="list-style-type: none"> <li>Mustang will continue</li> <li>Pending program approval new product will be added</li> </ul>
<b>Kansas City Assembly</b> \$1.0 billion investment	<ul style="list-style-type: none"> <li>F-150 will continue, including HEV and Police</li> <li>Transit will continue</li> <li>Transit EV will continue through its planned product lifecycle</li> </ul>
<b>Kentucky Truck</b> \$750 million investment	<ul style="list-style-type: none"> <li>Super Duty will continue</li> <li>Expedition will continue, including HEV</li> <li>Navigator will continue, including HEV</li> </ul>
<b>Louisville Assembly</b> \$1.2 billion investment	<ul style="list-style-type: none"> <li>Escape will continue through its planned product lifecycle</li> <li>Corsair will continue through its planned product lifecycle</li> <li>All new EV product will be added</li> </ul>
<b>Michigan Assembly including Integral Stamping and Assembly (ISA) / Body Stamping Unit (BSU)</b> \$250 million investment	<ul style="list-style-type: none"> <li>Current Ranger will continue, including Raptor</li> <li>Current Bronco will continue, including Raptor</li> <li>3rd production crew will be added</li> <li>Stamping for Mustang, Bronco including Raptor, Ranger including Raptor, F-150, Expedition, Navigator, and Super Duty will continue</li> <li>Stamping for Escape, Corsair will continue thru their planned lifecycle</li> </ul>
<b>Ohio Assembly</b> \$2.1 billion investment	<ul style="list-style-type: none"> <li>All new EV van to be added</li> <li>Medium Truck will continue</li> <li>Super Duty will continue</li> <li>E-Series Cutaway and Stripped Chassis will continue</li> </ul>

ENGINE OPERATIONS	
Plant	Product Investment
<b>Dearborn Engine</b> \$20 million investment	<ul style="list-style-type: none"> <li>• Duratec engine will continue</li> <li>• 5.2L SC engine will continue</li> <li>• All new EV Battery Pack</li> </ul>
<b>Cleveland Engine</b> \$100 million investment	<ul style="list-style-type: none"> <li>• Duratec engine will continue</li> <li>• Cyclone engine will continue</li> </ul>
<b>Lima Engine</b> \$90 million investment	<ul style="list-style-type: none"> <li>• Cyclone engine will continue</li> <li>• Nano engine will continue</li> </ul>
<b>Woodhaven Forging</b> \$3 million investment	<ul style="list-style-type: none"> <li>• Current engine family forgings will continue</li> <li>• Forged Steel Crankshaft for 7.3L Engine Program will be added</li> </ul>
TRANSMISSION AND DRIVELINE	
Plant	Product Investment
<b>Livonia Transmission</b> \$120 million investment	<ul style="list-style-type: none"> <li>• 10R transmission will continue</li> <li>• 8FM transmission will continue</li> <li>• 6R transmission will continue through its planned product lifecycle</li> <li>• Current gears will continue</li> </ul>
<b>Sharonville Transmission</b> \$160 million investment	<ul style="list-style-type: none"> <li>• 10R transmission will continue</li> <li>• Current gear families will continue</li> <li>• 6R transmission will continue through its planned product lifecycle</li> </ul>
<b>Van Dyke Electric Powertrain Center</b> \$230 million investment	<ul style="list-style-type: none"> <li>• All new EV Power unit will be added</li> <li>• Current EV Power unit will continue</li> <li>• 8F57 transmission will continue</li> <li>• HF55 transmission will continue</li> <li>• 6F &amp; HF45 will continue through their planned lifecycles</li> </ul>
<b>Rawsonville Components</b> \$200 million investment	<ul style="list-style-type: none"> <li>• GEN IV Battery will continue and add additional capacity</li> <li>• BEV H and BEV G batteries will continue through their planned lifecycle</li> <li>• All new Hybrid battery</li> <li>• AIS, Carbon cannisters, sequencing, and 10R oil pump will continue</li> <li>• Coil on plug and 6R oil pump will continue thru their planned lifecycles</li> </ul>
<b>Sterling Axle</b> \$130 million investment	<ul style="list-style-type: none"> <li>• Axle production will continue for the following vehicles: F150, Super Duty, Mustang, Expedition, Navigator, Explorer, Transit with Aviator axle production continuing thru its product lifecycle</li> </ul>



STAMPING	
Plant	Product Investment
<b>Buffalo Stamping</b> \$80 million investment	<ul style="list-style-type: none"> <li>Stampings for Edge and Nautilus will continue through their planned product lifecycles</li> <li>Stampings for all new EV will be added</li> <li>Stampings for Super Duty, Expedition, Navigator, E-Series and Medium Truck will continue</li> </ul>
<b>Chicago Stamping</b> \$30 million investment	<ul style="list-style-type: none"> <li>Stampings for Explorer, Transit, and Super Duty will continue</li> <li>Stampings for Aviator will continue through their planned lifecycles</li> </ul>
<b>Dearborn Stamping</b> \$150 million investment (shared w/ DDMP)	<ul style="list-style-type: none"> <li>Stamping for F-150, Expedition, Navigator, Bronco, and Super Duty will continue</li> <li>Stampings for Lightning will continue through their planned lifecycle</li> <li>Stampings for all new EV at REVC</li> </ul>
<b>Dearborn Diversified Manufacturing</b> \$150 million investment (shared w/ DSP)	<ul style="list-style-type: none"> <li>Hydroforming for F-150, Expedition, Navigator, and Super Duty will continue</li> <li>Axle, shock, tire and wheel, front wheel end assembly for F-150</li> <li>Tire and wheel will continue for Edge through planned lifecycle</li> </ul>
<b>Woodhaven Stamping</b> \$150 million investment	<ul style="list-style-type: none"> <li>Stampings for Explorer, Bronco, Mustang, and service parts will continue</li> <li>Stampings for new EV will be added</li> <li>Stampings and hot metal forming for Escape, Corsair, and Aviator will continue through their planned lifecycle</li> <li>Stampings and hot metal forming for Explorer will continue</li> </ul>

## **NEW** Right to Strike Over Plant Closing and Sale Moratorium | 178C

Your UAW bargaining team fought to keep the Plant Closing and Sale Moratorium. For the first time in our history your bargaining team was also able to secure language for the right to strike over any potential plant closings during the life of the agreement. This language provides additional job security for our members and their families.

## Moratorium on Outsourcing | 29U

The UAW bargaining team successfully strengthened and maintained the moratorium on outsourcing through the life of the 2023 National Agreement.

## Future Stamping Strategy Meeting Developed | 39C

The bargaining team continued to voice concerns over lack of investment and utilization of our U.S. stamping operations. The company recognizes these concerns and has agreed to a new quarterly Joint Leadership meeting that focuses on future investment and product opportunities for our UAW Ford Stamping Facilities.

## Sterling Axle Viability Letter | 235C

Your negotiators secured language to jointly continue the long-term viability of the Sterling Axle Plant through leadership meetings that will focus on future product and investment opportunities. The company has also committed to prepping available space in the facility for new potential work.

# ELECTRIC VEHICLE & BATTERY PLANTS

BATTERY | 105C | MARSHALL | 35C | TEVC | 243C

## Battery & Electric Vehicle Plants – Job Security

The Electric Vehicle transition is a critical moment for autoworkers everywhere. Our job is to make sure that all auto jobs – EV and ICE – are good jobs, and that this transition does not become a race to the bottom. With that in mind, your national negotiators secured key agreements to secure our jobs and make sure new EV jobs maintain our standards and protections.

## Marshall Battery Plant Agreement (BOBM Marshall, MI)

Marshall Battery Plant will fall under the provisions of the Master Agreement at the point of lawful recognition. Special provisions regarding operational flexibility will be negotiated based on the unique circumstances of the manufacturing operations. Once recognized, surplus Ford members will have rights to jobs at Marshall in accordance with Appendix N.

## Tennessee Electric Vehicle Center (TEVC) Agreement

Dearborn Truck Plant and REVC employees will have rights under a transfer of operations to relocate to the TEVC. Additionally, facilities with surplus employees will also be eligible for voluntary transfers. At the point of lawful recognition, TEVC will fall under the provisions of the Master Agreement in accordance with Article I, Section 4.

## Job Security EV Transition

Additional job security will be provided, if needed, in the instance that all contractual provisions of Appendix M are exhausted. Employees will have rights to accept work at newly planned LLC Establishments in Kentucky and Tennessee under the provisions of the Master Agreement.







# JOB SECURITY PROGRAM

Your negotiating team went into this bargaining session laser focused to get back many of the things that were lost during the downturn. Their goals were not only met, but exceeded in areas of elimination of wage tiers, and increasing moving allowances. **Certain plants were subject to lower wages, which has now been eliminated, thus eliminating tiers as it pertains to wages.**

All plants will now be handled through the JSP Job Posting Process, which ends tiers within Appendix N, the Preferential Placement Hierarchies. Improvements were made to Return to Basic Unit rights within the Preferential Placement Hierarchies, strengthening our member's seniority rights, and all of Appendix O, Return to Basic Unit, was restored despite a hard push by the Company.

With the **dismantling of all the wage tiers** during this historic bargaining session, your national negotiators were able to have "Appendix V – Memorandum of Understanding UAW Ford Wage & Benefit Agreement for Seniority Non-Skilled Employees Hired On or After November 19, 2007" removed from the agreement, something that was first negotiated 16 years ago heading into the great recession.

**All Plants Brought to the Same Wage Scale - Eliminating Tiers | 6C**

Your bargainers were able to negotiate that all plants will be at the same wage scale, bringing Rawsonville Components Plant and Sterling Axle Plant up from the Table 2 and Table 3 wage tables. This brings an end to the tiered system pertaining to wages across our facilities. In addition, these plants will be represented in Appendix N, the Preferential Placement Hierarchies, making all facilities equal within the job security posting process.

**Skilled Trades Can No Longer be Forced Into Production | 132A**

Your bargaining team was able to strike language in Appendix N that gave the Company the option to force skilled trade workers into production openings. Our skilled trade members will now have the option to volunteer to go into production in every scenario in the Preferential Placement Hierarchy.

**Skilled Trades Reduced to Production Will Continue to be Paid Their Skilled Trade Rate of Pay | 134A**

Skilled Trades working in production (SWIPs) will now be paid their applicable skilled trades rate of pay upon being reduced into production. Your negotiators were able to secure this rate of pay until receiving a job offer in their skilled classification or up to 6 months, whichever happens first.

**Return to Basic Unit Rights Combined with Recall in Step 1 | 128A, 134A**

Your negotiators were able to combine Return to Basic Unit rights with regular recall. This adjustment, combining Step 1a and Step 1b in both Hierarchies, will allow for seniority to be the sole factor in recalling our members.

**No More Tiered Vacation Time In-Progression to Equal Legacy Workers | 229A**

In-Progression workers' vacation time was capped at 160 hours. Your bargaining team was successful in ending the inequality concerning vacation time amongst our members. The maximum vacation allotment for In-Progression workers has increased to 200 hours, which now mirrors Legacy workers.

**Entire Plant Now Eligible for Postings when Mandatory Offers Occur | 130A, 136A**

Your bargaining team won new language allowing volunteer job offers to the whole plant prior to those lower seniority members that are subjected to mandatory job offers.

**Improvements Made for Access to MODAPTS Studies for UAW Representatives | 150C**

Your bargaining team was successful in winning language to grant additional UAW representatives access to Global Study Process Allocation System (GSPAS), which will help in the issue of time studies done on jobs at their facilities.

**Increases to Moving Allowances | 56A-58A**

- Your bargaining team was able to secure increases to all available moving allowances:
- The Basic Moving Allowance increases from \$6,000 to \$8,000, a 33% increase.
  - The Enhanced Moving Allowance increases from \$30,000 to \$37,500, a 25% increase.
  - The Modified Enhanced Moving Allowance increases from \$30,000 to \$37,500, a 25% increase. If a member returns to their basic unit under this option they will receive \$8,000, a \$2,000 increase.

INCREASED MOVING ALLOWANCES			
Moving Allowance Type	Old Contract	New Contract	Increase
Basic Moving Allowance	\$6,000	\$8,000	\$2,000
Enhanced Moving Allowance	\$30,000	\$37,500	\$7,500
Modified Enhanced Moving Allowance	\$30,000	\$37,500	\$7,500



# SEPARATION PACKAGES

## Enterprise-Wide Buyout Offerings | 73C

Your UAW bargaining committee was successful in negotiating enterprise-wide buyout offerings for our legacy members. The Special Retirement Incentive (SRI) will be for \$50,000 (gross pretax) for an unlimited number of eligible production and skilled trade members. The sign-up period for the SRI will be determined by the national parties and all eligible applicants will be required to retire during the 2024 calendar year (by 12/1/2024)

# SUPPLEMENTAL UNEMPLOYMENT BENEFITS (SUB)

### Supplemental Unemployment Benefit (SUB) Improved | 47U

The UAW was successful in strengthening the protections for each member covered by the Supplemental Unemployment Benefit Program (SUB). With funding assured for the life of the agreement, the negotiators were able to secure protection for our members in cases of layoff.

### SUB Eligibility | 118A, 9G

All members, including Temporary Full-Time (TFT) members, will be SUB eligible after 3 months of continuous employment.

### Global and/or Domestic Acts of Terrorism | 4C

In cases of Global or Domestic acts of terrorism, the Company will pay short work week for the duration of the incident in that current pay period.

### Delayed Sub Benefits | 52C

Your negotiators won language allowing for SUB benefits to be paid in cases of a delay in State Unemployment Benefits.

### Short Work Week Benefit | 10G

Short Work Week will now be paid for any member with 3 months of continuous employment: This includes both Full-Time and Temporary Full-Time members.

### Parity in Income Security/SUB Pay | 15 G

Our negotiators secured language eliminating tiers and obtaining parity in Income Security/SUB Pay. All full-time members with 3 months of continuous employment will now be eligible for one year of SUB Pay and one year of TAP (Transition Assistance Plan) benefits if placed on an indefinite layoff. This also allows our members to continue healthcare benefits for 24 months while on indefinite layoff.

### Supplemental Unemployment Benefits for the Duration of the Agreement | 47U

Your negotiators won language that ensures the Company funds the SUB plan for the length of the agreement.

### Short Work Week Overtime Improvements | 18G

Short Work Week benefit will be paid per day with no loss of benefit for overtime worked or refused before or after the occurrence.

# TEMPORARY WORKERS

## NEW STARTING WAGE: \$21.00

Your UAW national negotiators went into this set of negotiations with the mindset to improve all areas for the temporary workforce. The misuse of temporary workers has historically been an issue and was one of the top priorities of your negotiating team therefore upon ratification all active temps with over three months of continuous service will be converted to full-time status after ratification. Major improvements in all aspects of the temporary workforce were achieved, including the time of employment it takes to become full-time. The UAW national negotiators were able to win improvements for temporary workers, many of which help bring equality within our membership.

### All Temporary Workers to be Converted to Full-Time Status | 240C

Your national negotiators were able to win language that will allow for the converting of all temporary workers with three months of continuous service. Upon ratification all temporary workers who have three months of continuous service will convert to full-time status. Those who do not have three months of continuous service will convert upon reaching 9 months of continuous employment or if there is a full-time need at the facility (following the Preferential Placement Hierarchy), whichever happens first.

### 9-Month Maximum Period to Full-Time Status | 50C-51C

Your bargaining team was successful in lowering the maximum length of time it takes to become a full-time worker to 9 months of continuous employment. If a temporary worker is inactive for more than 30 days, only the period over 30 days will need to be made up towards the 9-month period. Temporary workers may still be converted to full-time status prior to the 9-month period.

### Upon Conversion to Full-Time Status Workers Keep Original Hire-In Date | 112A

Your bargaining team was able to negotiate language that when temporary employees are converting to full-time status they will retain their original hire-in date as their Ford Service Date, so long as they have not had a 30+ day break in their continuous service. This will separate full-time conversion groups by their original hire-in date for purposes of seniority. This is a major win from the 90-day backdate conversion language used in the 2019 UAW Ford CBA. This new process will take effect on January 1, 2024 and continue thereafter.

### Temporary Workers Now Eligible for Profit Sharing Plan | 113A, 17H

Your bargaining team was able to win eligibility for temporary workers into the Profit Sharing Plan, starting in 2024 for plan year 2023. This is a historic win for these members, as it is the first time they will be eligible for the Profit Sharing Plan since its inception over 40 years ago in 1982.

### Temporary Workers Eligible for Bereavement and Jury Duty Pay | 113A

Your negotiators were able to win language for temporary workers to be eligible for Bereavement and Jury Duty pay, with the same qualifying paid time off as a seniority member.

### Holiday Pay Eligibility Improved | 114A

Your bargaining team was able to improve Holiday Pay eligibility for temporary workers from 90 days worked to three months of continuous service.

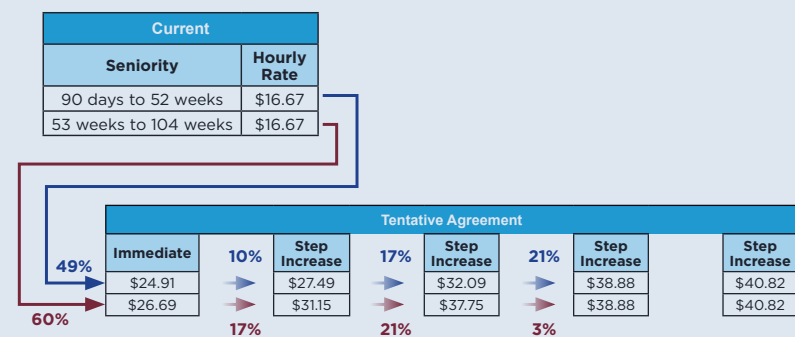
### Orientation for Our Members Who Convert to Full-Time Status | 111A-112A

Language was won by your bargaining team for newly converted full-time workers to be given a joint orientation. The orientation will give our members an opportunity to learn what it means to be a full-time member as it pertains to benefits, National Attendance Policy, vacation eligibility, etc.

### Up Front Lump Sum Payment | 253C

All active Temporary Workers will receive the \$5,000 Up Front Lump Sum Payment. Payment will be made within two weeks of ratification of the agreement.

### Wage Increases for Current Temps with Three Months of Continuous Service



• Total wage increase (\$16.67 to \$40.82) is a 145% compounded increase

\*Credit received for all time worked

\*Does not include estimated \$1.78 COLA over CBA term

# ATTENDANCE

## Increased Disciplinary Progression Steps | 154 C

Your negotiators fought to add an additional absenteeism occurrence step into the disciplinary progression table increasing from (7) steps to (8) steps.

## Measurement Period for Discipline Reduced | 153C

Discipline administered at the 4th and 5th occurrence steps will be locked in for the calendar year or six (6) months, whichever is greater, reduced from twelve (12) months.

## Discipline Suspension Days Reduced | 154C

The maximum discipline suspension is two (2) weeks, reduced from one (1) month.

## Increased Flexibility for Paid Time After-the-Fact | 153C

Eligible members may now use up to (60) hours of personal or vacation time after-the-fact on an annual basis. Prior to progressing to termination a member may request and be granted, only once, the ability to use paid time after-the-fact for unforeseen absence(s) leading to the 8th occurrence step provided that the member has properly notified the Company of the absence(s).

## Discipline Will Follow Progression | 154C

Discipline progression will be based on the most recent attendance discipline penalty on record, except in cases of consecutive absences which are counted individually.

## Discipline Records Revert to Zero | 155C

All members will revert to zero (0) occurrences and (0) discipline for the charge of absenteeism upon implementation. \*Will not take place until January 1, 2024\*

OCCURENCE AND DISCIPLINARY PROGRESSION		
Occurrence Number	Penalty	Measurement Period
1st Occurrence	No Penalty	January 1 - December 31
2nd Occurrence	No Penalty	January 1 - December 31
3rd Occurrence	No Penalty	January 1 - December 31
4th Occurrence	R & W	(6) Month Lock-In Discipline Period
5th Occurrence	RW + 1 Day	(6) Month Lock-In Discipline Period
6th Occurrence	RW + 3 Days	(12) Month Lock-In Discipline Period
7th Occurrence	R&W + 2 Weeks	(12) Month Lock-In Discipline Period
8th Occurrence	Termination	

## Other Attendance Improvements

### Family Days Retained | 79C-80C

Your negotiators fought to keep up to two (2) Family Days for the life of the agreement for members who are eligible. Members with active absenteeism discipline are no longer prevented from scheduling their Family Days in advance.

### Enhanced Bereavement Provisions | 38A

Members may request and be paid for approved days off in instances that do not involve a formal service in the event of death. However, members must provide rationale for the days requested in addition to the documentation substantiating relationship to the deceased.

## Enhanced Bereavement | 38A

- In response to Union concerns, improvements were made in bereavement pay matters. In the new agreement, an eligible member will now receive 5 days in the event of death of a stepparent, improved from 3 days.
- The agreement also adds "brother-in-law" and "sister-in-law" to the list of immediate family members. This will allow an eligible member to receive three days of bereavement pay.

## Veteran Medical Appointments | 257C

Your negotiators recognize the sacrifices of our veterans and to help further assist those who have or are in the process of securing benefits/medical service and have prescheduled medical appointment with Veteran Affairs Medical Department shall not be an occurrence under the National Attendance Policy with a 5-day notice and proper documentation.

# HEALTH CARE BENEFITS IMPROVED. EXPANDED. PROTECTED

## Health Care During Layoff Improved | 29F-30F

Your bargaining team addressed the inequity of health care coverage during indefinite layoffs. As a result, all full-time members will receive 24 months of health care coverage when placed on indefinite layoff. This will provide security to members and their eligible dependents.

## Vision Care Program Improvements

Members and dependents who have vision benefits under the Vision Care Program administered by SVS will have the following vision improvements beginning on the effective day of the agreement;

- Members and dependents will now be eligible for frames, lenses or contacts every 12 months | 37F
- Corrective eye surgery (LASIK) reimbursement amount increased to \$350 | 35F
- Waiting period for lenses, frames and contacts, reduced to 12 consecutive months following corrective eye surgery (LASIK) | 36F

## Chiropractic Care Now Covered | 49F

Members and dependents enrolled in the BCBS National PPO Plan will now have Chiropractic Care as a covered benefit effective January

1, 2024. This will include spinal manipulation. The plan will allow for 24 visits annually with a copayment equal to the member's office visit copayment.

## Medical Travel Benefit | 50F

This new benefit allows members enrolled in the BCBS National PPO Plan a medical travel reimbursement of up \$2,000 per member per calendar year for certain medical services. Travel must be greater than 150 miles from their home. This benefit will be effective January 1, 2024 or as soon as administratively feasible.

## Preventative Screening Coverage Enhanced | 45F-46F

Members enrolled in the BCBS National PPO Plan will have coverage for the following preventative services without a diagnosis code requirement effective January 1, 2024 Complete Blood Count (CBC), Comprehensive Metabolic Panel (CMP) and Basic Metabolic Panel (BMP)

## Fertility Benefits | 50F

Fertility Benefits will be covered for members enrolled in the BCBS National PPO Plan. This benefit will begin on January 1, 2024 or as soon as administratively feasible. The benefit includes medical services and prescription drugs with a maximum annual benefit of \$5,000 per member and covered spouse only.

## GROUP LIFE INSURANCE

### Survivor Income Benefits (SIB) | 5E

Prior to this contract, seniority non-skilled and new skilled trades (hired or attained journey person status on or after November 18, 2019) were not eligible for Survivor Income Benefits. Under this contract, all full-time members will be eligible to receive Survivor Income Benefits (SIB). This includes Transition and Bridge Survivor Income Benefits eligibility. This provides families with income security in the event of a member's death.

### Optional Life Insurance Enhancements

Members can increase Optional Life coverage up to \$700,000 9F. Additional incremental option amounts are now available. Dependent Group Life maximum coverage amounts improved to \$175,000 for the spouse and \$70,000 4F for the loss of a dependent child. Yearly open enrollment periods were renewed 167C. Stability of this member self-paid program was addressed and rates were **adjusted for long term viability.** 5F, 10F, 168C

## OTHER BENEFITS

### NEW TESPHE (401k) Annuity Retirement Option | 12C

Your negotiators bargained an option that allows the conversion of your TESPHE (401k) account to an annuity upon retirement. Annuities are contracts made with an insurance company that provide a fixed income stream used for retirement. It can also provide tax deferral and protection against market volatility that can be beneficial in retirement. Implementation will happen as soon as administratively feasible.

### Life Income Benefit | 65D,67D

The Life Income Benefit rate will be increased \$5 upon ratification of the 2023 collective bargaining agreement.

### Legal Service Plan Enhancements | 134C-138C

The Union successfully negotiated the continuation of the plan. The Union also won funding for the life of the agreement. Temporary members are now eligible for plan services after 90 days of employment. Any case that is opened will be completed regardless of the status of the member.



# HEALTH & SAFETY

## **Negotiators Win Increased Protections**

*Your elected negotiators won new training programs, as well as improvements in existing programs, to help keep you safe on the job. Bargainers also maintained many of our programs and initiatives that exceed state and federal guidelines. A variety of complex health and safety issues were addressed by the negotiators, including ergonomics, emergency response, material-handling, chemical safety training updates, trailer inspections, new BEV core team involvement, Artificial Intelligence and others.*

## **Emergency Response Teams Equipment Improvement | 197A**

The importance of Emergency Response Teams (ERT) at the facilities cannot be underestimated. Your negotiators recognized this and secured the commitment that our ERT core team will conduct an equipment evaluation for required equipment and missing equipment and develop a plan to replace what is needed.

## **Local Ergonomics Committees Properly Supported | 171A**

In the continuing effort to reduce injuries to our members, the negotiators obtained a recommitment from the Company to provide an Ergonomist on the National Joint Committee Health and Safety (NJCHS) to support our Local Ergonomic Committee.

## **Enhanced Focus on Changing Technology and ECPL Placarding | 94C**

The negotiators are keenly aware of the importance of Energy Control and Power Lockout (ECPL) practices and placarding to the membership. Recognizing the ever-changing technological landscape, the committee insisted that the National Joint Committee Health and Safety explore placarding best practices and incorporate them into the ECPL program.

## **Enhanced Dock Lighting Inspections | 94C**

The Company will ensure that each manufacturing/parts distribution facility will develop and implement inspections for exterior lighting providing proper illumination for our members' safety.

## **Chemical Safety Improvements | 100C**

The negotiating committee expressed concerns regarding the many different chemicals the membership is exposed to especially with the new technological processes in manufacturing. As a result, the Company agreed to update and distribute chemical supplemental sheets and develop/deliver a Chemical Safety Refresher.

## **Trailer Inspection | 94C**

Realizing the importance of trailer inspections for the safety of our members, the negotiating team secured commitments to research and benchmark industry wide trailer inspections securing the best practice

for the membership. These best practices shall be presented by the NJCHS to the Manufacturing and Non-Manufacturing Safety Councils for adoption.

## **Isolated Worker Safety | 194A**

The safety of members performing work in isolated conditions was a concern of the negotiating team. It was agreed that the NJCHS will explore and pilot technologies to reduce isolation work exposure and improve the safe execution of isolated work across the facilities.

## **Safety Messaging | 94C**

Safety communication is mutually important for both the Union and the Company. Understanding the importance of standard messaging throughout all the facilities, it was agreed to explore multiple messaging process improvements.

## **Artificial Intelligence Technology Research | 94C**

Protecting the health and safety of the membership is the first priority of the negotiating team. To that end, the negotiating team expressed concerns regarding the influence of AI technology in the workplace. Therefore, it was resolved that research by the NJCHS into AI technology and how it relates to worker safety and its application to facility operations was obtained by the negotiators.

## **Voluntary Cardiac Pulmonary Resuscitation (CPR) Training | 94C**

In an effort to boost the health and safety of the membership, the Company agreed that all facilities will offer, on a voluntary basis, Friends and Family CPR training to the workforce.

## **Battery Electric Vehicle (BEV) Core Team | 95C**

The negotiating team is very aware of the changing manufacturing technology and the challenges these new processes present to the occupational health and safety of the membership. To that end, the negotiators secured NJCHS membership to the BEV Core Team. This team is responsible for battery electric vehicle safety programs including ensuring the safety of our membership.

## **Research Funding | 44C**

The negotiators remain committed to the Health and Safety of the membership and secured a recommitment from the Company to initiate and fund research into Breast Cancer Prevention Studies and Opioid Use Disorder. Additionally, the Company will initiate and fund research into the Health and Safety of workers exposed to Epoxy Resins, Thermal Decomposition Products and Isocyanates. Lastly, to participate in the study of Engineered Nano Materials with The National Institute for Occupational Safety and Health (NIOSH).

**RECORD  
PROFITS**

*equal*

**RECORD  
CONTRACTS**

**VALUE OF GAINS IN TENTATIVE AGREEMENT**



**2019 CBA**

**2023 TA**

## RECORD PROFITS equal RECORD CONTRACTS

Wage Increases in  
2023 Ford Agreement

25%

All Wage Increases  
from 2001-2022

23%



Current Ford Temps Get

150%

Raise Through 2023  
Agreement



Some Workers at  
Sterling Axle/Rawsonville  
Get up to

88%

Raise Immediately



Starting Wage Will  
Increase About

68%

Top Wage Will  
Increase About

33%

Through 2023  
Ford Agreement

\* w/ est. COLA and  
compounded GWI



## WE MADE HISTORY

- Won Back Pre-'09 COLA  
in Ford Agreement
- Won Back 3-Year Wage  
Progression
- Killed Divisive Wage Tiers



## STRIKES WORK

Since we launched our  
Stand Up Strike, Ford's offer  
increased in value by

50%









# RETIREMENTS UNDER THE NEW CONTRACT

Your bargaining committee was able to fight for an agreement that provides significant improvement in retirement security for future retirees by securing an immediate increase in the Life Income Benefit of \$5.00 per year of credited service for all future retirees. This increase is the first in the Life Income Benefit since the 2007 agreement. | [65D](#), [67D](#)

LIFE INCOME BENEFIT		
Benefit Class Code	Current Contract	Retirements on or after 10-01-2023
A	\$53.55	\$58.55
B	\$53.80	\$58.80
C	\$54.05	\$59.05
D	\$54.30	\$59.30

The 30-and-out benefits will be increased \$295 per month under this proposed historic agreement. Members who retire with 30 years of service prior to age 62 and one month. Monthly income will increase from \$3,170 to \$3,465 for retirements on or after October 1, 2023. | [73D](#)

## 30-and-out Supplement

30-and-out Monthly Income		
	Current Contract	Retirements on or after 10-01-2023
Current Contract	\$3,170.00	\$3,465.00

## Temporary Supplemental Benefit

Retirees who qualify for a total and permanent disability retirement, or for a special early retirement (layoff due to plant closings or discontinuance of operations) prior to age 62 and one month, will receive the Temporary Benefit combined with the Life Income Benefit unreduced for early retirement. This benefit was improved in this proposed agreement. | [62D](#), [72D](#)

Temporary Benefit		
Retirement Date	Current Contract	Retirements on or after 10-01-2023
Current Contract	\$51.40	\$56.20
Maximum Payment	\$1,542	\$1,686

## Current Retiree Bonuses Return | 149C

Current Retirees will once again receive a lump sum bonus under the proposed agreement. Your bargaining team negotiated bonuses for retirees who retired prior to 10-01-2023. Retirees and surviving spouses will receive a total of five yearly payments of \$500 each. The first payment will be scheduled no later than the end of the first quarter of 2024, and the remaining payments will be scheduled in December 2024, 2025, 2026, and 2027.

## Interim Supplement | 75D, 76D

The Interim Supplement is paid to retirees who retire prior to age 62 and one month with less than 30 years of service. The amount per month per year of credited service, under the current agreement, payable at retirement ages 60 and 61, is \$48.85. The improved amounts negotiated under the proposed agreement is \$53.37, effective Oct. 1, 2023, paid until age 62 and one month addition to the basic benefit described above, reduced for early retirement.

## TESPHE Improvements | 22I

Your bargaining team fought to improve retirement security for members who are eligible for the company contribution and was successful in gaining a significant improvement in the company contribution to the TESPHE for our members who currently have a 6.4 percent company contribution rate. With the new agreement, In-Progression employees will receive a significant increase in the company contribution rate to 10 percent. This increase will greatly improve the ability to prepare for a secure retirement.

Wage Rate per hour	Annual Contribution @6.4% based on 40 hours	Annual Contribution @10.0% based on 40 hours	Annual Increase in Company 401(k) Contributions	Increase in Company Contribution over life of the agreement (4.63 years)	Total 401(k) Contribution over life of the agreement including \$1 in lieu of Health Care Contribution
\$23.00	\$3,061.76	\$4,784.00	\$1,722.34	\$7,973.97	\$31,780.32
\$24.00	\$3,194.88	\$4,992.00	\$1,797.12	\$8,320.67	\$32,743.36
\$25.00	\$3,328.00	\$5,200.00	\$1,872.00	\$8,667.36	\$33,706.40
\$26.00	\$3,461.12	\$5,408.00	\$1,946.88	\$9,014.05	\$34,669.44
\$27.00	\$3,594.24	\$5,616.00	\$2,021.76	\$9,360.75	\$35,632.48
\$28.00	\$3,727.36	\$5,824.00	\$2,096.64	\$9,707.44	\$36,595.52
\$29.00	\$3,860.48	\$6,032.00	\$2,171.52	\$10,054.14	\$37,558.56
\$30.00	\$3,993.60	\$6,240.00	\$2,246.40	\$10,400.83	\$38,521.60
\$31.00	\$4,126.72	\$6,448.00	\$2,321.28	\$10,747.53	\$39,484.64
\$32.00	\$4,259.84	\$6,656.00	\$2,396.16	\$11,094.22	\$40,447.68
\$33.00	\$4,392.96	\$6,864.00	\$2,471.04	\$11,440.92	\$41,410.72

Continued:

<b>Wage Rate per hour</b>	<b>Annual Contribution @6.4% based on 40 hours</b>	<b>Annual Contribution @10.0% based on 40 hours</b>	<b>Annual Increase in Company 401(k) Contributions</b>	<b>Increase in Company Contribution over life of the agreement (4.63 years)</b>	<b>Total 401(k) Contribution over life of the agreement including \$1 in lieu of Health Care Contribution</b>
\$34.00	\$4,526.08	\$7,072.00	\$2,545.92	\$11,787.61	\$42,373.76
\$35.00	\$4,659.20	\$7,280.00	\$2,620.80	\$12,134.30	\$43,336.80
\$36.00	\$4,792.32	\$7,488.00	\$2,695.68	\$12,481.00	\$44,299.84
\$37.00	\$4,925.44	\$7,696.00	\$2,770.56	\$12,827.69	\$45,262.88
\$38.00	\$5,058.56	\$7,904.00	\$2,845.44	\$13,174.39	\$46,225.92
\$39.00	\$5,191.68	\$8,112.00	\$2,920.32	\$13,521.08	\$47,188.96
\$40.00	\$5,324.80	\$8,320.00	\$2,995.20	\$13,867.78	\$48,152.00
\$41.00	\$5,457.92	\$8,528.00	\$3,070.08	\$14,214.47	\$49,115.04
\$42.00	\$5,591.04	\$8,736.00	\$3,144.96	\$14,561.16	\$50,078.08
\$43.00	\$5,724.16	\$8,944.00	\$3,219.84	\$14,907.86	\$51,041.12
\$44.00	\$5,857.28	\$9,152.00	\$3,294.72	\$15,254.55	\$52,004.16
\$45.00	\$5,990.40	\$9,360.00	\$3,369.60	\$15,601.25	\$52,967.20
\$46.00	\$6,123.52	\$9,568.00	\$3,444.48	\$15,947.94	\$53,930.24
\$47.00	\$6,256.64	\$9,776.00	\$3,519.36	\$16,294.64	\$54,893.28
\$48.00	\$6,389.76	\$9,984.00	\$3,594.24	\$16,641.33	\$55,856.32
\$49.00	\$6,522.88	\$10,192.00	\$3,669.12	\$16,988.03	\$56,819.36
\$50.00	\$6,656.00	\$10,400.00	\$3,744.00	\$17,334.72	\$57,782.40
\$51.00	\$6,789.12	\$10,608.00	\$3,818.88	\$17,681.41	\$58,745.44
\$52.00	\$6,922.24	\$10,816.00	\$3,893.76	\$18,028.11	\$59,708.48

**Note:** Assumes 40 hours per week for 52 weeks. No increase in pay and no earnings on Company contributions.



# SKILLED TRADES

*Your bargaining team was successful in improving language for all of our skilled trade workers. A \$1.50 tool allowance will be added to all skilled trade classification wage rates. A \$3 million investment will be allocated for tool rooms systemwide. Language was secured for our apprentices including a new robust apprentice forecasting methodology. Skilled trade journeypersons retiring from an apprenticeable trade classification prior to age 61 will now be replaced with an apprentice on a one-for-one ratio, providing job security for our skilled workforce.*

## **Skilled Trades Tool Allowance | 29A**

The national negotiating committee was successful in attaining a special one-time increase of \$1.50 per hour that will be added to the base rates of skilled tradespersons. The increase will be applied upon ratification of the tentative agreement after the general wage increase of 11% for 2023.

## **Tool Room Investment | 65B**

Our negotiators were successful in bargaining a \$3 million investment for plant traditional tool room machinery. Plants will be able to submit requests/business case for new tool room equipment to the National Joint Skilled Trades Governance Committee for consideration.

## **Dearborn Tool And Die Investment | 47B**

Our negotiators were successful in securing \$15 million in capital investment for new technology for the Dearborn Tool & Die Plant. This represents a \$5 million increase from the 2019 agreement.

## **Technical Training Center Investment | 67B**

Our negotiators won a \$5 million capital investment for the Technical Training Center. This funding will be allocated to improve the existing facility in technology and equipment at the TTC, and to develop new curriculum for Apprentices, Journeypersons and Production Workers.

## **New Apprentice Tracking System | 39B**

The parties have agreed to identify and implement a new apprentice tracking system to enable the National Joint Apprenticeship Committee and the Local Joint Apprenticeship Committee (LJACs) to accurately track apprentices as they progress through their required training.

## **TTC Instructor Opportunities | 39B**

Our negotiators won language allowing active journeypersons becoming trainers/instructors at the Technical Training Center. This will ensure our members receive the most current skill sets in technology moving forward.

## **Reduction-in-Force Language for Active Apprentices Strengthened | 34B-37B**

The Union negotiated language stressing the importance for apprentices to continue a training path that is without interruption during the term of the apprenticeship program.

## **New Spindle Repair Locations | 61B**

Our negotiating team was able to secure two new spindle repair locations (Center of Excellence) in Southeastern Michigan and Ohio. The centralized locations will service all Southeastern Michigan plants and Ohio plants.

## **Plant Apprentice Program Subcommittees | 13B**

Local Subcommittees of the Joint Apprenticeship Committee will be strengthened by adding a member of the Plant Operating Committee/Area Manager to the team.

## **Apprentice Forecasting and Development | 40B-46B**

Our negotiators succeeded in increasing the percentage and threshold ratio for apprentices. Forecasting methodology defines an annual calculation of skilled trades that will turn age 65 under each year of the agreement. 55% of that number will generate new indentured apprentices (per location) of that defined calendar year. The 2023 CBA methodology snapshot will indenture approximately 700 new apprentices system wide by the end of the agreement. Each location will jointly identify the trade mix of indenturing apprentices. Additionally, we were able to raise the required number of apprentices as a percentage of each location's skilled population from 5% in 2019 to 8% in 2023.

## **One for One Replacement | 41B**

Negotiators were able to secure language which will replace every journeyperson from every apprenticeable trade voluntarily separating prior to age 61 with an apprentice the following year.



### New Technology & Advanced Manufacturing | 68B

Reaffirmed commitment to a monthly meeting of the National Joint Apprenticeship/Governance Committee on technological progress to ensure awareness and involvement of the deployment of emerging technologies. Language was captured to install and train on WorkStation of Tomorrow assembly line at the Technical Training Center.



## WORK LIFE BALANCE

### Maximum of 1 Week for Vacation Shutdown Period | 255C

Your national negotiators were able to win language that plants can only mandate 1 week for a vacation shutdown period. Many of our members will be able to retain a whole week of vacation to be used at their own discretion. Eligible members at plants that have multiple weeks of a shutdown period will be able to file for Unemployment and Supplemental Unemployment Benefits (SUB).

### Paid Parental Leave | 59A

Paid Parental Leave will be provided to seniority full-time members to be able to bond with a child following the birth, adoption, or placement of a foster child under the age of 18. Eligible members will receive pay for up to 80 hours in a 12-month period.

### Additional Holiday Added | 43A, 44A

The bargaining team was successful in negotiating Juneteenth as an additional holiday to be recognized each year of the agreement.

### Changing Shift on AWS | 9C

The Union won language that allows members moving from C Crew to A Crew to have the following opportunities: The member will have the opportunity to work a different scheduled day in the current week to make up for the transition or to be laid off (full or partial shift) one day in the previous or current week of the move. The layoff day will be at the discretion of the local parties.





# ADVANCED MANUFACTURING & SOURCING

## **Advanced Manufacturing/Product Intelligence**

The transition to electric vehicles coupled with the constant evolution of emerging technologies in the automotive industry will have a profound impact on our UAW Ford manufacturing facilities. Now more than ever we need to be knowledgeable and flexible as we pivot toward this monumental change. Transparency and collaboration between the UAW and Ford Motor Company is essential for both parties to meet this challenge. To that effect your UAW negotiations team won several contractual improvements in advanced manufacturing.

## **Developed Advanced Manufacturing Governance Training Committee | 156A**

Your UAW bargaining team won a commitment from the Company to develop an Advanced Manufacturing Governance Training Committee to assess needs for relevant trainings, provide support and ensure implementation of identified trainings.

## **Access to Additional Advanced Manufacturing and Product Intelligence Meetings and Reviews | 144A**

The bargaining team improved the language that provides access and early involvement into meetings and reviews directed towards new technologies and the transition to electric vehicles.

## **Access to Battery Research Facilities and Emerging Battery Technology | 145A**

The bargaining team won access to the company owned battery research facilities and new battery technology reviews.

## **Workstation of Tomorrow Training Cell to be Added at the UAW Ford Technical Training Center | 68B**

The bargaining committee won a \$1 million dollar investment towards a Workstation of Tomorrow assembly cell for the purpose of training our skilled and production UAW Ford members as advanced technologies are introduced.

## **Sourcing**

### **Stamping Hits and Loads | 10C**

The Company must provide the Union with stamping hits & loads quarterly, of all UAW Ford Stamping facilities. This allows the UAW-NFD to determine the health of our stamping plants, and if needed to look for and attempt to insource work.

### **Purchasing Liaison | 109C**

The Purchasing Liaison language was updated. The Union has a direct line to Purchasing to ask for and receive Sourcing information.

# QUALITY

## **Quality Programs Strengthened**

UAW members play a crucial role in the UAW Ford “Best-in-Class” Quality Program. Your negotiators strengthened supplier relations, reinforced the charter process, and protected the number of existing Quality Operating System Coordinator (QOSC’s). By doing so, the union will have the ability to hold the Company accountable to the Quality Operating System (QOS) and provide us with greater job security.

## **Joint Scheduled and Unscheduled Visits | 160A**

Your negotiators won language that will provide the National Quality Committee (NQC) with tools used for unscheduled (No-Knocks) and scheduled audits. This will provide improvements to the “UAW Ford Best-in-Class Quality Program.”

## **Supplier Relations Fortified | 165A**

The National Quality Committee will have monthly access to the list of UAW suppliers that are “at-risk” or had their Q1 status revoked. Monthly access will allow the NQC to address concerns prior to having Q1 status revoked. This will enhance the quality of products coming into our UAW Ford facilities.

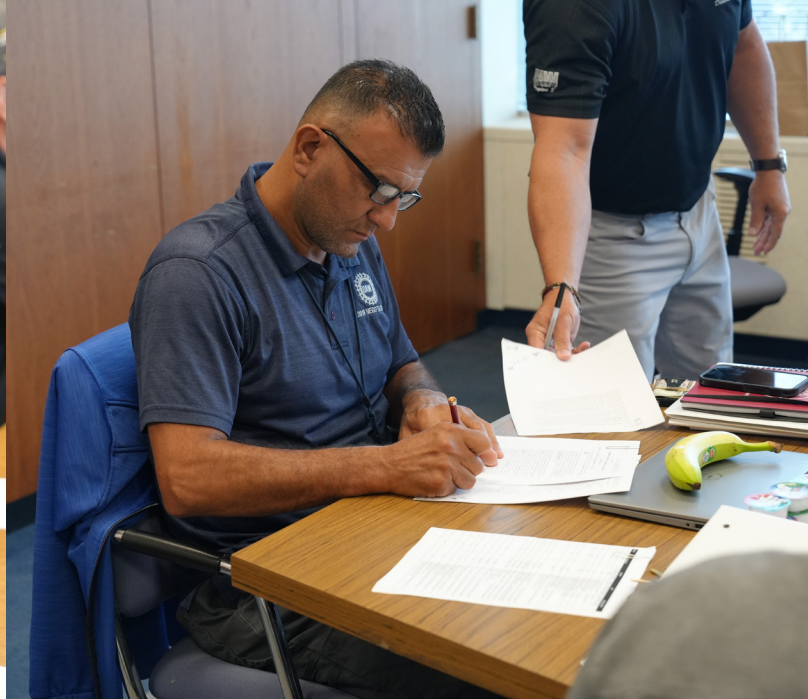
## **Importance of Quality Training for UAW Members | 26U**

Your negotiators discussed the importance of quality training for our new and existing members. As a result of those discussions the National Quality Committee (NQC) is committed to:

- Review and update all quality targeted training modules to train and/or re-train the hourly work force in quality as needed.
- Provide updated quality training sections in the New Member Orientation (NEO) yearly.







## EMPLOYEE SUPPORT SERVICES PROGRAM (ESSP)

### **Medical Testing Clarification | 66C**

Under present conditions, Medical will use the Clinical Operations Substance Abuse Manual and will not test members for marijuana when returning from a medical leave unless the member:

- is a DOT operator,
- is returning from a substance use disorder leave; or
- is showing signs of impairment.

### **Wellbeing Recognition | 66C**

A wellbeing recognition program was negotiated for members that make significant improvement to their wellbeing. This program is being developed by the National ESSP Committee and will be communicated to the membership from the local ESSP representatives.

### **Plant ESSP Representatives Training | 214A**

ESSP plant representatives will receive professional development wellbeing training to promote healthy lifestyles in the plants.

### **Fitness Center Allocations | 219A**

Your bargaining team negotiated a total of \$2.5 million up from \$2.0 million, to maintain and or replace fitness center equipment and fund wellbeing objectives.

### **Fitness Center Vouchers | 219A**

Gym vouchers will be increased from \$250 to \$350 annually for members at Plants, Parts Supply & Logistics (PS&L) locations without fitness centers.

### **ESSP/Chairperson Notification | 66C**

The bargaining team won language for ESSP Representatives and Chairpersons to be notified in level 1 of the emergency response plan.

### **Chaplaincy Ordination and Certification | 68C**

Certification and Ordination training for Chaplains will be covered by the Personal Development Assistance (PDA) (according to the program guidelines).

### **Grievance Reinstated into the Substance Abuse Related Leave Process | 194C**

The grievance procedure was added back into the third step of the (SARLP) process which was previously eliminated.

# Employee Tuition Assistance Plans (ETAP)

*A major objective of the Education, Development and Training Program (EDTP) is to prepare UAW workers, and their dependents for the work environment of the 21st century. Your UAW negotiating team won significant improvements in EDTP as listed below:*

## **Education Tuition Assistance Program (ETAP) Increases to \$8,000 | 206A**

Your negotiators recognized the high cost and importance of education for UAW workers. Your negotiators won an increase in the ETAP benefit to \$8,000 annually (up from \$6,000) for active workers leading to a GED or degree (Associates, Bachelors, Masters, or Ph.D.) at an approved regionally accredited institution.

## **Temporary Workers Now Eligible for ETAP and PDA Benefits | 206A**

Temporary workers are now eligible to use the full ETAP (\$8,000) and PDA (\$4,000 of the \$8,000) benefit for tuition assistance after 90 days of employment. Previously, temporary workers could only use PDA for Industrial Readiness Certificate Program (IRCP) courses and were not eligible for ETAP.

## **Personal Development Assistance (PDA) Increases to \$4,000 | 207A**

Your negotiators recognized the increased cost and importance of non-degree educational courses for UAW members. Negotiators won an increase in the PDA benefit to \$4,000 annually (up from \$3,000) for job-related courses, workshops, and seminars.

## **Book Reimbursement Increase | 206A**

Textbook reimbursement for ETAP will now increase from \$600 to \$1,000 per year.

## **UAW-Ford Scholarship for Dependent Children Increase/Additional Benefits Added (UAW-Ford SDC) | 250C**

Your negotiators recognized the importance of additional resources and funding needed for a college education. Negotiators were successful in gaining a Dependent Scholarship increase to \$1,600 (up from \$1,500) and gained eligibility to add the cost of books when applying for the Dependent Scholarship. Previously, the cost of books could not be included. In addition, graduate courses (previously not eligible), are now eligible for the Dependent Scholarship.

## **Retiree Education Opportunities Expanded | 206C**

Your UAW negotiating team won improvements in retiree education. Retirees may now use their full \$2,000 benefit to attend classes at colleges or universities approved at regionally accredited institutions. Previously, retirees could only use half of the benefit for colleges and universities.

## **Link to ETAP Application Portal Added to Life@ford.com | 62C**

Under new language won by your negotiating team, members will now have access to the ETAP application portal on the Life@Ford.com site where members view their paychecks.

## **CONTINUOUS IMPROVEMENT/ TOTAL COST**

### **Added 18 Continuous Improvement Specialists System Wide | 2U-3U**

Your negotiators added 18 additional Continuous Improvement Specialists system wide while grandfathering in the current Ford Production System (FPS) coordinators. In addition, the FPS Coordinator name was changed to Continuous Improvement Specialist, this will place the representatives further under the Continuous Improvement umbrella.

### **Training and Development Initiatives | 107C**

The negotiators were successful in adding language to ensure training and development initiatives for our new and existing hourly team leaders.

### **Assess Plant Work/Group Team Submissions | 72A**

The bargaining team added language to monitor and assess plant work/group team submission request to ensure continual alignment with core work group/team structure.

### **Research and Reward Program | 2U, 3U**

A research, reward and recognition program related to the cost save process was added by your negotiators.

# DIVERSITY, EQUITY & INCLUSION

*Your UAW negotiators are dedicated to promoting a workplace that prioritizes diversity, equity, and inclusion and treats every individual with the respect and value they deserve. Therefore, language was secured to foster an environment free of harassment, discrimination, and retaliation in the workplace.*

## **Name Change | 248C**

In this agreement, the national negotiators agreed to change the program name to UAW Ford Joint Diversity, Equity, and Inclusion Program (local and national) to reflect the current industry standard for Diversity and Inclusion initiatives.

## **Apprentice Mentoring Pilot | 15U**

The UAW negotiators were committed to improving the apprentice experience as they transitioned into a skilled trades career. The national DEI and Joint Apprentice Committee will partner to design, launch, and evaluate a new Apprentice Mentoring Pilot Program.

## **Additional Holiday Added | 43A,44A**

The bargaining team was successful in negotiating Juneteenth as an additional holiday to be recognized each year of the agreement.

## **Stronger Discrimination Language Added | 61A**

Discrimination against a member based on genetic information (Genetic Information Nondiscrimination Act) or for being pregnant is not allowed. Both were added to contractual discrimination language. (Article 10 Sec 9(a))

## **Joint National Diversity Equity and Inclusion Events | 122C**

The national negotiators recognized the value of educating and celebrating our diversity at UAW Ford. They gained language to host new events, e.g., Women's Conference, Men's DEI/Health Conference, and a Rosie the Riveter Campaign.

## **Diversity Equity and Inclusion Supplemental Traveling Trainer Pool | 56C**

The national DEI committee will create a supplemental training pool to cover New Employee Orientation, "Respectful Workplace Training," and other agreed-upon training as needed.

## **Diversity, Equity, and Inclusion Alignment | 55C**

Recognizing the values of collaborating, the national DEI committee will establish a regular meeting cadence with Ford Global DEI and Ford Employee Experience organizations to discuss alignment, training initiatives, and DEI/Culture calendars.

## **Policies and Reporting | 42C**

The national negotiators discussed the importance of the accessibility of policies and reporting harassment. A tab titled (Speak-up/Anti-Harassment Policy) will be added to Life@ford on the UAW-Ford member page. As technologies change, we will explore ways to make it easier for members to access policies and reporting information.

## **DEI Certification | 141C**

All current and new Local Joint DEI Committee members (hourly and salaried) will attend a DEI certification program during the term of this agreement.

## SENIORITY AND PROMOTION

### **Travel Compensation for Temporary Assignment | 236C**

Your bargaining team was able to negotiate members to be paid incremental mileage when on temporary assignment beyond the members normal commute to work for the first time.

### **Deduction of Overpayment | 176C**

The Company will now cap an overpayment deduction from a member's check at a maximum of 8 hours per deduction.

### **Military Reinstatement | 26A**

Military reinstatement has improved to 2 consecutive reenlistments after the initial enlistment, while maintaining seniority for a total of 12 years.



# FORD PARTS, SUPPLY, AND LOGISTICS (PS&L)

*Your UAW Bargaining Committee won the biggest gains within PS&L in over 20 years. The committee won new or improved language in Job Security (Removal of the Warehouse Work Competitive letter), Health & Safety (Enhanced the Anti-Push Through language, secured money to improve/repair/replace outdated PMHV's, expanded Ergonomic Flooring to all HVC's and Livonia PDC), General Maintenance (Improved the MGPS selection process, Improved MGPS Core Task List), Quality (Improved language regarding dealership visits).*

## **Improved MGPS Core Task List**

Negotiators were able to add new work in the Maintenance General Plant Skilled (MGPS) core task list. (Volume IV)

## **Improved the MGPS Selection Process | 23B**

The Union secured new language to enhance the MGPS selection process by eliminating the Company only selection interview process and changing to a test process, designed by the National Joint Apprenticeship Committee. (skilled book).

## **New PMHV Equipment | 94C**

Recognizing an ergonomic benefit in the newest PMHV technology, and the lack of that technology in PS&L locations, the negotiators secured a commitment for PS&L to invest a minimum of \$2 million per year to purchase new PMHV equipment over the course of the agreement.

## **Ergonomic Flooring | 74C**

Your negotiating team is committed to the injury reducing benefits of ergonomic improvements for the membership. They were able to expand the highly successful 2019 Ergonomic Flooring pilot in HVC binning areas to include all binning areas in all HVC and Livonia PDC locations.

## **Parts Facilities Now Captured in the Non-Skilled Preferential Placement Hierarchy | 258C**

Your negotiators were able to delete the Warehouse Work Competitiveness Letter of Understanding which will now allow members to transfer into and out of parts facilities. Additionally, these plants will now be on an equal playing field pertaining to the Non-Skilled Preferential Placement Hierarchy and will only receive job posting opportunities

when in surplus status. This language strike has brought the end of a tier as it pertains to Appendix N, the Preferential Placement Hierarchies.

## **New Quality Language Secured | 42U**

Your bargaining team secured new quality language to ensure that the Company and local quality representatives will perform dealership visits quarterly. (Administrative letters).

## **PS&L Static Rack Inspection and Improvements | 189C**

Implementing anti-push through technology has proven to reduce potential injuries to the membership. Your negotiators recognized the benefit of this technology and expanded the application to extended pallet locations in all PS&L facilities.

## MISCELLANEOUS LETTERS

### **Converted Easter Holidays can Now be Rolled Over for June Eligible Members | 49U**

Under the new agreement, if a June eligible member works the Easter Holidays (Good Friday, Easter Monday) and converts them to Excused Absence Allowance (EAA) time, they will now be able to carry that time over into the next vacation eligibility period.

### **\$1,500 Voucher Towards a Vehicle Purchase for All Active Members | 3C**

Your negotiating team won a \$1,500 Voucher towards a new vehicle purchase for all current full-time active members. The Voucher program will be open for those members for 12 months starting January 1, 2024 and ends December 31, 2024. For members that hire/convert after January 1, 2024 the 12-month period will start on their hire/conversion date. The voucher program is valid during the life of the agreement with these parameters.

### **Rouge Powerhouse Memorial Cleaning and Upkeep Commitment | 184C**

Recognizing the significance of the Rouge Powerhouse Memorial and its importance to the membership, the National Negotiating team bargained a commitment from the Company to clean and maintain the memorial befitting the legacy of those who lost their lives in the tragic event at the Rouge Powerhouse on February 1, 1999.

## DISCIPLINE & GRIEVANCE

### **Gains in the Grievance Procedure | 14A-15A**

The parties have agreed to allow verbal closing statements at the fourth stage of the grievance procedure if the number of discipline and discharge grievances reaches twenty (20) at the date of a discipline or discharge arbitration hearing. Currently the parties submit written briefs for their closing arguments which is very time-consuming. Making verbal closing statements will help streamline the process, allowing more grievances to be heard at the arbitration level.

The parties have agreed to utilize a permanent umpire for arbitration hearings. Having a permanent umpire will allow the UAW to schedule hearings timelier and will make the grievance procedure more efficient at the arbitration level.

### **Ergonomic Representative in the Local Grievance Complaint Procedure | 19A**

The parties have agreed to allow the Unit Ergonomic Representative to have access to the Grievance procedure under Article VII, Section 23(b). The Ergonomic Representative will have the ability to process unresolved ergonomic complaints through the grievance procedure.

### **DURATION & RATIFICATION**

The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at Ford, and only then on the appropriate dates specified. The new agreement, if ratified, will run for four years and nine months and will expire May 1, 2028.

### **DUES: A CONSTITUTIONAL MATTER**

Dues are determined by UAW Constitutional Convention action and are not a subject of negotiations. Dues are based on the principle that they reflect each member's cash income, normally 2.5 hours of straight-time pay per month. Lump-sum cash payments are subject to dues because they also represent cash income and are assessed at the rate of 1.44%, which is equivalent to 2.5 hours of straight-time pay per month.

### **UAW FORD HOURLY**

This report is based on the tentative agreement negotiated by the UAW 2023 National Negotiating Committee. This is a summary of the tentative agreement. In all cases actual contract language will apply.

# UAW FORD JOINT TRUSTS

## **Plant Manufacturing Training and Learning Center Reviews | 181C**

Bargainers secured language to conduct annual local joint review of the learning centers at manufacturing facilities, to determine the sufficiency of local training resources (e.g., computers, audio-visual equipment, etc.) The Company will update or replace computers per the PC renewal process, and other training equipment as agreed to by local parties.

## **Joint Education Initiative | 123C**

The negotiators strengthened language that will provide up to eight (8) hours of training to each eligible hourly UAW member during the life of this agreement, to deliver the agreed upon curriculum. This training is intended to provide an understanding of the competitive challenges faced by the Company and the Union, and the country as a whole. Some of the topics may include financial literacy, understanding TESPHE/Pensions, and saving for the future, to name a few.

## **New Employee Orientation Program | 157C**

Your negotiators bargained to ensure all new hires will receive standardized training in core topics, including financial literacy training. Additionally, the local parties have the option to hold at least one day of training at the Local Union Hall. An escalation process has been established if there is a disagreement between the local parties.

## **Local Training Activity Funds | 146C**

The negotiating team won stronger language that reaffirms that Local Training Activity Funds are primarily established to improve our products, quality, and competitiveness through improved working relationships and employee technical knowledge. This includes job skill development and training, interpersonal skills training, continuous improvement and other educational events. In addition, new language was negotiated which, when requested, LTAF may be used for events, or to purchase items such as recognizing members or teams achieving significant improvements in key metrics or milestones related to joint programs under the Labor Management Committee (LMC).

## **UAW-Ford Collective Bargaining Agreement Training Program (CBAT) | 244C**

The UAW successfully negotiated to update and continue the UAW Ford Collective Bargaining Agreement Training (CBAT) Program, with sufficient time to thoroughly train attendees.

## **UAW-Ford Digital Media Discussion | 246C**

Your UAW national negotiators won new Digital Communications Committee (DCC) language to better inform the membership of JTC activity in a timely manner.

A Joint Trust Web/App will be developed and contain all pertinent information regarding the JTC and its programs/initiatives. The UAW Ford Joint Trust Web/App will be one stop shop for Joint Trust information/action. This Web/App will be available on Google and Apple products for download.

The UAW Ford JTC Web/App will have quick links to hubs such as Life@Ford, where members can access paystubs, update personal information, and review JTC policies, as well as UAW.org for membership action.

A calendar of JTC training will be available for membership transparency.

A hyperlink will be added to Life@Ford homepage.

In addition, the JTC/ DCC will collaborate with Internal/External Ford Communications on product/marketing events, Off-Rodeo, NAIAS, product reveals and plant media initiatives.



# 83 HOLIDAYS OVER FOUR AND A HALF YEARS

## Holiday Added | 43A-44A

Your bargaining team won Juneteenth as an additional paid holiday. A total of eighty-three (83) holidays will be provided to UAW Ford during the proposed agreement. All existing holidays are maintained. When a holiday falls on a Saturday it will be observed on the preceding Friday. When it falls on a Sunday it will be observed the following Monday.

### 2023-2024

Nov. 10, 2023	Veterans Day Observed
Nov. 23, 2023	Thanksgiving
Nov. 24, 2023	Day after Thanksgiving
Dec. 25, 2023	<b>Christmas Holiday Period</b>
Dec. 26, 2023	
Dec. 27, 2023	
Dec. 28, 2023	
Dec. 29, 2023	
Jan. 1, 2024	Martin Luther King Jr. Day
Jan. 15, 2024	
Mar. 29, 2024	
April 1, 2024	
May 27, 2024	
June 19, 2024	Juneteenth Day
July 4, 2024	Independence Day
Sept. 2, 2024	Labor Day

### 2024-2025

Nov. 5, 2024	Federal Election Day
Nov. 11, 2024	Veterans Day
Nov. 28, 2024	Thanksgiving
Nov. 29, 2024	Day after Thanksgiving
Dec. 23, 2024	<b>Christmas Holiday Period</b>
Dec. 24, 2024	
Dec. 25, 2024	
Dec. 26, 2024	
Dec. 27, 2024	
Dec. 30, 2024	Martin Luther King Jr. Day
Dec. 31, 2024	
Jan. 1, 2025	
Jan. 20, 2025	
April 18, 2025	
April 21, 2025	Good Friday
May 26, 2025	Day after Easter
May 26, 2025	Memorial Day
June 19, 2025	Juneteenth Day
July 4, 2025	Independence Day
Sept. 1, 2025	Labor Day

### 2025-2026

Nov. 11, 2025	Veterans Day
Nov. 27, 2025	Thanksgiving
Nov. 28, 2025	Day after Thanksgiving
Dec. 24, 2025	<b>Christmas Holiday Period</b>
Dec. 25, 2025	
Dec. 26, 2025	
Dec. 29, 2025	
Dec. 30, 2025	
Dec. 31, 2025	Martin Luther King Jr. Day
Jan. 1, 2026	
Jan. 2, 2026	
Jan. 19, 2026	
April 3, 2026	
April 3, 2026	Good Friday
April 6, 2026	Day after Easter
May 25, 2026	Memorial Day
June 19, 2026	Juneteenth Day
July 3, 2026	Independence Day Observed
Sept. 7, 2026	Labor Day

### 2026-2027

Nov. 3, 2026	Federal Election Day
Nov. 11, 2026	Veterans Day
Nov. 26, 2026	Thanksgiving
Nov. 27, 2026	Day after Thanksgiving
Dec. 24, 2026	<b>Christmas Holiday Period</b>
Dec. 25, 2026	
Dec. 28, 2026	
Dec. 29, 2026	
Dec. 30, 2026	
Dec. 31, 2026	Martin Luther King Jr. Day
Jan. 1, 2027	
Jan. 18, 2027	
Mar. 26, 2027	
Mar. 29, 2027	
May 31, 2027	Good Friday
May 31, 2027	Day after Easter
May 31, 2027	Memorial Day
June 18, 2027	Juneteenth Observed
July 5, 2027	Independence Day Observed
Sept. 6, 2027	Labor Day

### 2027-2028

Nov. 11, 2027		Veterans Day
Nov. 25, 2027		Thanksgiving
Nov. 26, 2027		Day after Thanksgiving
Dec. 24, 2027	}	<b>Christmas Holiday Period</b>
Dec. 27, 2027		
Dec. 28, 2027		
Dec. 29, 2027		
Dec. 30, 2027		
Dec. 31, 2027		
Jan. 17, 2028		Martin Luther King Jr. Day
April 14, 2028		Good Friday
April 17, 2028		Day after Easter

# THE NEGOTIATIONS PROCESS

## WHO'S WHO



**UAW National Ford Council:** Elected local leadership at UAW-represented Ford facilities represent members' interests on the National Council.

**UAW National Ford Sub-Councils:** National Ford Council broken down into departments or divisions (i.e. Skilled Trades, Assembly, PS&L).

**UAW National Negotiators:** Local UAW leadership elected within each Sub-Council whose role is to negotiate the national contract.

**Negotiations Sub-Committee:** Made up of UAW National Negotiators and the UAW National Ford Department. Sub-Committees are broken down by subject matter.

**UAW National Resolutions Committee:** Local UAW Leadership elected with each Sub-Council whose role is to oversee and organize resolutions received from the membership.

**UAW National Ford Department:** International UAW Staff assigned to Ford.

## TIMELINE

9.21.22

UAW National Resolutions Committee and National Negotiators are elected in Cincinnati.

10.11.22

Letter sent to local UAW leadership from UAW National Ford Department requesting membership resolutions.

3.13.23

UAW National Ford Sub-Councils meet in Detroit to approve membership resolutions from their facilities.

3.27.23

UAW Special Bargaining Convention is held in Detroit.

4.17.23

UAW National Resolutions Committee meets in Detroit and organizes the approved resolutions into the 2023 Collective Bargaining Proposals Book.

4.24.23

UAW National Negotiating Committee meets in Detroit for negotiations preparation and National Ford Department reports.

6.12.23

UAW National Ford Council meets in Las Vegas, NV and votes to approve resolutions. Resolutions then become demands for negotiations.

7.11.23

Membership demands are complied with UAW National Ford program demands and assigned to the appropriate sub-committee.

7.14.23

Opening Ceremony, Ford WHQ - the official kick-off of the 2023 National Negotiations.

7.17.23

Negotiations begin in sub-committees. Each piece of language negotiated is reviewed and approved by all UAW National Negotiators.

8.21.23

Strike authorization voting begins at UAW locals and ended on Thursday 8.24.2023

9.15.23

2019 UAW Ford CBA expires.

# FORD DEPARTMENT STAFF

## Chuck Browning, Vice President and Director

Scott Eskridge  
Administrative Assistant

Brandon Keatts  
Top Administrative Assistant

Darryl Goodwin  
Administrative Assistant

Monica Bass  
Assistant Director

David Berry  
Assistant Director

Alfonzo Cash  
Assistant Director

Rocky Di Iacovo  
Assistant Director

Jodey Dunn  
Assistant Director

Bill Eaddy  
Assistant Director

Bill Ellis  
Assistant Director

Jeff Faber  
Assistant Director

Brian Goff  
Assistant Director

Ed Honsinger  
Assistant Director

Robb Miller  
Assistant Director

Jeffrey Terry  
Assistant Director

Bob Tiseo  
Assistant Director

Tony Vultaggio  
Assistant Director

Deneen Whitaker  
Assistant Director

## UAW FORD NEGOTIATING COMMITTEE

Sub-Council		Local	Sub-Council		Local
1	Tony Richard (Co-Chair)	600	3	Mike Beydoun (Co-Chair)	900
1	Mark DePaoli	600	3	Dwayne Glass	600
2	Jon Jagers	862	4	Darrin Andrews	588
2	Brandon Reisinger	862	4	Paul Donovan	1250
2	Scott Elliott	900	5	Al Strussione	228
2	Steve Gonzales	3000	5	Frank Murray	898
			7	Ja-Vonna Akins	723

## COORDINATORS

Carlo Bishop  
Reggie Mills  
Fred Weems

Jerry Carson  
Lorenzo Robinson

Shawn Campbell  
Les Shaw

Gregg Dunn  
Garry Sommerville

## STAFF

Matt Barnett  
Kenneth Gafa  
Jerry Lawson  
Vaughan Tolliver

Pat Bock  
Jermaine Harris  
John McCollum  
Mike Whited

Gerard Coiffard  
Michael Kerr  
Christopher Pfaff  
Mike Woolman

Ronda Danielson  
Tommy Kottalis  
Greg Poet  
Jeff Zannetti

Michael Donovan  
Paul Lafave  
Eric Reiss

LaNeice Evans  
Randy Lashbrook  
Larry Stewart

## ADMINISTRATIVE STAFF

Emma Chandler

Pam Licari

Kaitlyn Perry

Sharon Trammell

Joyce Wisniewski

## PRESIDENT'S OFFICE STAFF

Chris Brooks  
Top Assistant

Paul Caucci  
Top Assistant

Jason Wade  
Top Assistant

Benjamin Dictor  
Counsel

Carlos Bermudez  
Associate General Council

Stuart Shoup  
Associate General Council

Jeff Dokho  
Research Director

Matt Uptmor  
Administrative Assistant

Renee Turner-Bailey  
Social Security Director

Jonah Furman  
Communications Director

Raenell Glenn  
Assistant Director

Max Fazeli  
Assistant Director

Bob Mikulan  
Assistant Director

Angela Bantom  
Benefits Rep



# 2023 UAW-FORD NATIONAL NEGOTIATING TEAM



**Brooks**



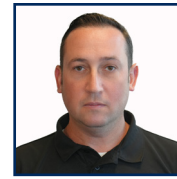
**Caucci**



**Fain**



**Browning**



**Keatts**



**Dictor**



**Wade**



**Goodwin**



**Eskridge**



**Dokho**



**Turner-Bailey**



**Bantom**



**Richard**



**Beydoun**



**DePaoli**



**Jagers**



**Reisinger**



**Elliott**



**Walker**



**Gonzales**



**Glass**



**Andrews**



**Donovan**



**Strussione**



**Murray**



**Akins**



**Bass**



**Berry**



**Cash**



**Di Iacovo**



**Dunn**



**Eaddy**



**Ellis**



**Faber**



**Goff**



**Honsinger**



**Miller**



**Terry**



**Tiseo**



**Vultaggio**



**Whitaker**

This is the UAW Ford National Negotiating Committee whose determined efforts, along with those of the UAW National Ford Department, and other UAW staff, produced this tentative agreement. **Shawn Fain** is the President of International Union, UAW; **Chuck Browning** is Vice President and Director of the UAW National Ford Department; **Brandon Keatts** is the Top Administrative Assistant to Browning; **Chris Brooks**, **Paul Caucci** and **Jason Wade** are Top Administrative Assistants to Fain; **Benjamin Dictor** is Counsel; **Darryl Goodwin**, **Scott Eskridge** and **Tom Weber** are Administrative Assistants to Browning; **Jeff Dokho** is Director of the UAW Research Department; **Renee Turner-Bailey** is Director of the UAW Social Security Department; **Angela Bantom** is a Benefits Rep. in the Social Security Office; **Monica Bass**, **Dave Berry**, **Alfonzo Cash**, **Rocky Di Iacovo**, **Jodey Dunn**, **Bill Eaddy**, **Bill Ellis**, **Jeff Faber**, **Brian Goff**, **Ed Honsinger**, **Robb Miller**, **Jeff Terry**, **Bob Tiseo**, **Tony Vultaggio**, and **Deneen Whitaker** are Assistant Directors of the UAW National Ford Department; **Tony Richard**, UAW Local 600, Rouge Center, Subcouncil 1 (Rouge), is Co-Chairperson of the UAW Ford National Negotiating Committee; **Mike Beydoun**, UAW Local 900, Michigan Assembly Plant, Subcouncil 3 (Skilled Trades) is Co-Chairperson of the UAW Ford National Negotiating Committee; **Mark DePaoli**, UAW Local 600, Rouge Center, Subcouncil 1 (Rouge); **Jon Jagers**, UAW Local 862, Kentucky Truck, Subcouncil 2 (Assembly); **Brandon Reisinger**, UAW Local 862, Louisville Assembly, Subcouncil 2 (Assembly); **Scott Elliott**, UAW Local 900, Michigan Assembly Plant, Subcouncil 2 (Assembly); **Dwayne Walker**, UAW Local 900, Michigan Assembly Plant, is the National Ford Council Secretary, Subcouncil 2 (Assembly); **Steve Gonzales**, UAW Local 3000, Flatrock Assembly, Subcouncil 2 (Assembly); **Dwayne Glass**, UAW Local 600, Maintenance and Construction, Subcouncil 3 (Skilled Trades); **Darin Andrews**, UAW Local 588, Chicago Stamping, Subcouncil 4 (Stamping and Engine); **Paul Donovan**, UAW Local 1250, Cleveland Engine, Subcouncil 4 (Stamping and Engine); **Al Strussione**, UAW Local 228, Sterling Axle, Subcouncil 5 (General Manufacturing); **Frank Murray**, UAW Local 898, Rawsonville, Subcouncil 5 (General Manufacturing); **Ja-Vonna Akins**, UAW Local 723, River Raisin, Subcouncil 7 (Parts).