

APPENDIX I

APPENDIX J

EXHIBIT 1

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Mr. Bob King  
Vice President and Director  
UAW-Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. King:

Subject: Skilled Trades Operational Effectiveness

During these negotiations, the parties discussed the nature of the automotive industry and the need to continuously evaluate competitive gaps and make appropriate adjustments to achieve sustainable competitive advantages. The parties agree that a process must be established to facilitate a more efficient use of the ~~basic~~ skilled trades if the Company is to provide the long-term job and income security that all our employees value.

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This letter serves to acknowledge that the parties are aligned and committed to fully utilize the skills, talents, and abilities of the skilled work force as integral members of the Manufacturing Operating Systems part of ~~maintenance operating systems as well as supporting the workgroups in the production process. As such, they are a valuable resource to the continuous improvement work groups.~~ The parties recognize that effective work groups teams must be empowered, supported and coached toward delivering the business metrics for which they are accountable, with particular focus on improving safety, quality, productivity and cost reduction.

It is envisioned that the role of the skilled trades employees ~~would~~ will grow as new technology and operating practices, such as Total Preventive Productive Maintenance, manufacturing teams and other lean manufacturing principles are further assimilated into our manufacturing and assembly processes.

It is also recognized that a fully participative skilled trades workforce within the manufacturing process is a critical component of operational effectiveness. ~~resource, with including the involvement of the plant~~

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~~chairperson and/or skilled trades representative where appropriate.~~ As such, we need to improve the manner in which we use the varied skills and talents of our ~~basic~~ skilled trades workforce. Skilled trades expertise and versatility ~~can~~ should be leveraged to improve competitiveness by focusing on the elimination of waste, which includes, but is not limited to:

- Reducing equipment downtime
- Improving production yields
- Eliminating process defects
- Reducing set-up and adjustment time
- Eliminating unnecessary costs
- Driving standardization

Further, the parties agree that the "helping hands" concept will be used to increase equipment uptime. In the event of a production equipment breakdown, the initial work assignment will be made to the appropriate traditional skilled trade classification. If additional manpower is needed, available skilled trades from a mechanically related skilled trade classification may be assigned to assist the initially assigned classification (i.e., a breakdown occurs that historically has been assigned as a Machine Repair job requiring two Machine Repair. There is only one Machine Repair available. An employee in another mechanically related skilled trade classification may be assigned to assist the Machine Repair on the breakdown.) Consistent with the principles of continuous improvement, the parties also reinforced that the purpose of implementing the "helping hands" concept is to optimize manufacturing efficiency and not to result in immediate, non-attrition related, reductions in the skilled trades work force. If either party believes the implementation of these actions are inconsistent with the intent of this provision the matter may be taken to the National Joint Skilled Trades Governance Team for resolution.

Additionally, the National Parties agree to encourage the local parties, including the plant chairperson and skilled trades representative, where appropriate, to explore other areas that will improve operating efficiencies and continuous improvement initiatives. Elements to consider locally would include:

- Implementation of manufacturing/skilled trades teams concepts, including self directed work groups to the extent possible with the objective of accomplishing assignments up to the workgroup's teams' level of capability within classification.
- ~~Inclusion of skilled trades as a vital part of manufacturing and production teams, sharing responsibility for operational performance, with an expectation of improved operating efficiencies resulting from a close working relationship among team members.~~
- ~~Alignment of skilled classifications to a number of appropriate basic trades to~~ Implementation of agreed upon consolidated skilled trades classifications, as agreed to in the 2007 National agreement, to enable a more efficient and more competitive support for the needs of the operation/location. This could include restructuring the manner in which the basic trades are utilized in manufacturing and assembly operations, as well as other areas where skilled trades are assigned.

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- Identification of additional training, including on the job training, as required for the introduction of new technologies or the need for upgraded skills. Further training to enhance the abilities of the skilled trades work force will enable those employees to make an even greater contribution to these efforts.

When considering training that is intended to upgrade the skills of the basic trades, local parties may submit funding proposals to the Technical Skills Program to underwrite a variety of costs associated with implementing these team concepts, including course materials, instructor fees, train-the-trainer sessions, and in some instances, payment of wages for trainees or their replacements. Such funding proposals are subject to the approval of the UAW-Ford Education, Development and Training Program Joint Governing Body.

Minor maintenance actions will be performed by production employees to improve overall equipment effectiveness. These actions include:

- Maintain proper fluid and lubrication levels in the operator's immediate work station machinery.
- Clearing of loose debris within fixtures and equipment (e.g., weld slag, machine chips).
- Inspection and tightening of loose, non-critical components not directly related to locating pins, blocks, and shims.
- Inspection and tightening of loose, leaking coolant, air, and dispensed product fittings.

The parties acknowledge that adoption of these concepts would result in greater job security for the basic skilled trades workforce and increase the potential for growth as the Company becomes better positioned to meet future competitive challenges.

These efforts may require change or waiver of certain agreements or practices. In such cases, proposed changes to agreements or practices must be communicated to and approved by the National Joint Skilled Trades Governance Committee Team. Labor Affairs Office of the Company and the National Ford Department of the Union. The Labor Affairs Office and the National Ford Department will meet, as required, to review proposed changes in this regard and to develop and implement processes to assist and support locations introducing these concepts.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs  
Bill Dirksen,  
Executive Director  
U.S. Labor Affairs

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Concur:

Gerald D. Banton Bob King

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APPENDIX F  
CLASSIFICATIONS

Below are listed Appendix F Classifications (excluding leaders, coordinators, upgraders, utility and apprentices) utilized at some Ford locations with UAW-represented hourly employees.

~~The specific classifications applicable to your location are those contained in the wage schedule negotiated for your location. The parties agree that under no circumstance will a new skilled trade classification, including any variation or combination of an existing classification (i.e., Power Electrician, Tool & Die Welder, etc.), be established without expressed written consent of the National Joint Skilled Trades Governance Team, Labor Affairs, and the UAW National Ford Department.~~

## Classifications

~~Air Compressor Operator~~  
~~All Around Heavy Machine~~  
~~Automation Equipment Maker & Maintenance \*~~  
~~Blacksmith~~  
~~Body Shop Mechanic~~  
~~Boiler Fire Hand~~  
~~Boiler Repair~~  
~~Boilermaker~~  
~~Boring Machine — All Around~~  
~~Boring Mill Lucas~~  
~~Bricklayer~~  
~~Carpenter~~  
~~Carpenter — All Around~~  
~~Carpenter Painter~~  
~~Caster — Electrical Team~~  
~~Caster — Mechanical Team~~  
~~Cement Finisher~~  
~~Chipper Grinder Die Barber~~  
~~Chlorine Maintenance~~  
~~Clock Repair~~  
~~Cold Head Dies~~  
~~Communication Cable Splicer~~  
~~Communication System Installation & Maintenance \*~~  
~~Concrete Buster~~  
~~Construct & Test Prototype Matl. Handling Devices \*~~  
~~Conveyor Structural Sketcher \*~~  
~~Core Maker and Molder - Jobbing and Experimental \*~~  
~~Crane Operator - NW Boom Type \*~~  
~~Cutter Grinder \*~~  
~~Cutter Grinder A Carboley~~  
~~Cutter Grinder- New \*~~  
~~Cutter Grinder Utility~~  
~~Detailer — Contouring & Profiling~~  
~~Die and Maintenance Welder~~  
~~Die Barber~~  
~~Die Finisher~~

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## APPENDIX F

## CLASSIFICATIONS

~~Die Making~~  
~~Die Repair~~  
~~Die Repair & Fitter Trim Dies~~  
~~Die Repair Assembly Upset Dies~~  
~~Die Repair Forge Dies~~  
~~Die Sinker~~  
~~Die Sinker Bench Finisher~~  
~~Die Tryout~~  
~~Diemaker~~  
~~Diemaker Repair~~  
~~Diemaker/Die Sinker Vulcan/Woodhaven Forging Only~~  
~~Diemaker Tungsten Carbide~~  
~~Diemaker Die Cast~~  
~~Diemaker Steel Rule Not Interchange With Diemaker~~  
~~Diemaker Trim Dies~~  
~~Diesel & Heavy Equipment Mechanic~~  
~~Diesel Mechanic & General Repair \*~~  
~~Drill Press Operator~~  
~~Electrical Team~~  
~~Electrical Team Leader~~  
~~Electrician~~  
~~Electrician & Pyrometer Repair~~  
~~Electrician Construction High Tension #1~~  
~~Electrician Construction High Tension #2~~  
~~Electrician Electrical Umbrella~~  
~~Electrician Utility~~  
~~Electrician Vulcan~~  
~~Electrician Wayne ISA Electrical Umbrella~~  
~~Electrician Woodhaven~~  
~~Engineer Relief~~  
~~Engineer Shift or Relief~~  
~~Experimental Parts & Body Painter (to be used only at VOGO Pilot Plant)~~  
~~Experimental Template Maker & Checker~~  
~~Experimental Welder Fixture & Welding Equip. Developer~~  
~~Fire Hand Head~~  
~~First Class Operator Powerhouse #1~~  
~~Fixture Repair General~~  
~~Furnace Patrol~~  
~~Furniture Finisher~~  
~~Gas Dispatcher~~  
~~Gauge Maker All Around~~  
~~Gear Maker All Around~~  
~~Gear Shaver Sharpener~~  
~~Gear Trouble \*~~  
~~General Maintenance~~  
~~General Service Team~~  
~~General Service Team Leader~~  
~~Grinder High Precision~~  
~~Grinder Surface~~  
~~Grinder Surface Blanchard~~  
~~Grinder All Around~~  
~~Grinder External & Internal~~  
~~Hardener Tool & Die~~  
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## APPENDIX F

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APPENDIX F

CLASSIFICATIONS

~~Mechanical Team Leader~~  
~~Metal Model Maker (to be used only at VOGO Pilot Plant)~~  
~~Mill Maintenance~~  
~~Milling Machine Operator~~  
~~Millwright~~  
~~Millwright Mechanical Umbrella~~  
~~Millwright Repair~~  
~~Millwright Wayne ISA Mechanical Umbrella~~  
~~Mold Developer \*~~  
~~Molder Jobbing~~  
~~Oil Line Maintenance & Repair~~  
~~Oil Line Repair~~  
~~Oven Heater Tender~~  
~~Oxygraph Torch Operator~~  
~~Painter~~  
~~Painter Brush & Spray~~  
~~Painter Sign~~  
~~Pattern Layout Metal Qualified Patternmaker~~  
~~Pattern Layout Metal Qualified Patternmaker Upg~~  
~~Patternmaker Metal~~  
~~Pattern Maker Wood~~  
~~Pipefitter Wayne ISA Mechanical Umbrella~~  
~~Pipe Coverer \*~~  
~~Pipefitter Mechanical Umbrella~~  
~~Pipefitter Wayne ISA Mechanical Umbrella~~  
~~Planer Over 8 Feet~~  
~~Planer Up to 8 Feet~~  
~~Plastic Duplicator Engineering~~  
~~Plasterer~~  
~~Plaster Model Maker~~  
~~Plumber Pipefitter~~  
~~Plumber Pipefitter/Welder (Twin Cities Only)~~  
~~Pneumatic Equipment Repair~~  
~~Power Cable Splicer #1~~  
~~Power Cable Splicer #2~~  
~~Power Electrician~~  
~~Power Electrician #1~~  
~~Power Electrician #2~~  
~~Power House Engineer~~  
~~Power House Mechanic~~  
~~Power House Operator~~  
~~Power House Operator #1~~  
~~Power Maintenance #1~~  
~~Power Maintenance Electrician~~  
~~Power Maintenance Electrician #2~~  
~~Power Service Heat Steam Air Water~~  
~~Power Service Operator~~  
~~Powerhouse & Substation Operator #1~~  
~~Powerhouse & Substation Operator #2~~  
~~Powerhouse Specialist~~  
~~Preventive Maint. Cranes Steam Electric Diesel~~  
~~Processor Experimental Machine Shop~~

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## APPENDIX F

## CLASSIFICATIONS

~~Pump Repair~~  
~~Pyrometer & Instrument Installation & Repair~~  
~~Pyrometer Maintenance & Repair~~  
Pyrometer - Cleveland (to be used only at the Cleveland Site)  
~~Refrigeration & Air Conditioning Machine Operator~~  
~~Refrigeration Maintenance & Installation~~  
~~Repair General Garage~~  
~~Repair Office Machines~~  
~~Repair Power Tools \*~~  
~~Rigger~~  
~~Roofer~~  
Roll Turning & Grinding  
~~Scale Repair~~  
~~Second Class Operator Powerhouse #1~~  
~~Service Garage Repair \*~~  
~~Sewing Machine Attachment Folder Dev. Maker Repair \*~~  
~~Sewing Machine Repair \*~~  
~~Shaper~~  
~~Sheet Metal & Body Dies Only~~  
~~Sheet Metal Worker~~  
~~Skilled Tool Hand~~  
~~Skilled Tool Hand Welder & Brazer~~  
~~Slotter~~  
Stationary Steam Engineer  
~~Stone Mason~~  
~~Team Member Electrical~~  
~~Team Member Tool & Die~~  
~~Team Member Mechanical~~  
~~Team Member Layout~~  
~~Test Machine Operator Group Leader Union Steward~~  
~~Test Machine Operator Group Leader~~  
~~Tile Setter~~  
~~Tinsmith~~  
~~Tool & Die Welder/Hardener~~  
~~Tool and Diemaker~~  
~~Tool & Diemaker Wayne ISA Tool & Die Umbrella~~  
~~Tool Machine Operator~~  
~~Toolmaker (Research & Engineering Staff)~~  
~~Toolmaker & Template Maker~~  
Tool/Template Maker Upgrade  
~~Toolmaker Mechanical Umbrella~~  
Trabon Repair  
~~Turbine Maintenance~~  
~~Vehicle Mechanic~~  
~~Waste Disposal Equipment & Minor Maintenance \*~~  
~~Water Controller General Service~~  
~~Water Purification System Maintenance~~  
Waste Water & Sewage Plant \*  
~~Water Waste & Sewage Plant Operator & Maintenance \*~~  
Wayne ISA Pipefitter Mechanical Umbrella  
~~Welder~~

Welder General

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Welder General Mechanical Umbrella  
Welder Set Up & Repair

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APPENDIX F

CLASSIFICATIONS

Welder Tool & Die  
Welder Tool Die & Maintenance  
Welder Wayne ISA Mechanical Umbrella  
Welding Machine & Welding Fixture Repair \*  
Welding Mach. & Welding Fixture Rep. - Wayne ISA  
Mechanical Umbrella \*  
Wood Die Model Maker  
Wood Model Machine Operator  
Wood Worker on Plaster Models

\* Will not repopulate (classifications will be eliminated when vacated)

In the event a classification has been stricken and an employee needs to return to this classification (i.e., return from medical, etc.) local parties will review the circumstances with the National Joint Skilled Trades Governance Team, who will make a final determination.

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Mr. Bob King  
Vice President and Director  
UAW-National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. King:

Subject: Dearborn Tool & Die Plant

During the current negotiations there was considerable discussion regarding the ongoing competitiveness of the Dearborn Tool and Die Plant. Notwithstanding the plants recent improvements in quality, cost, and delivery, the Company advised the union that the Dearborn Tool and Die Plant continues to be under significant global and domestic competitive pressures.

Additionally, there was considerable discussion on die construction sourcing during these negotiations. The parties acknowledge that there may be external factors, such as product cycle plans and outside supplier capacity constraints that may have an impact on scheduling a consistent flow of work. The Company advised the Union that the primary goal in die construction sourcing is to provide an efficient investment level to the vehicle program(s) and ultimately provide exceptional value to the vehicle consumer. Other factors in the sourcing decision-making process include the cost of die construction, size and timing of the various programs, facilities availability and special employee skills.

The parties agree in order to continue to narrow the competitive cost gap and to achieve the required improvement in Tool and Die Plant business metrics the parties will apply best practices derived from external benchmarking studies, cost efficient alternative work schedules to enhance throughput while minimizing incremental overtime, and new technologies.

As a result of these discussions and the commitment of the parties to aggressively implement time bound, metric based continuous improvement actions at the Tool and Die Plant, the Company agrees to make capital investments totaling \$20 million to purchase new five-axis mills for the Dearborn Tool and Die operations during the term of this agreement.

Very truly yours,

Bill Dirksen,  
Executive Director  
U.S. Labor Affairs

Concur:

Bob King

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Mr. Bob King  
Vice President and Director  
UAW-Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. King:

Subject: Skilled Trades Attrition and Staffing Levels

During the 2007 negotiations, the parties discussed the need to achieve best-in-class skilled trades staffing levels while also maintaining UAW Ford skilled trades for production support, and cost competitive maintenance and project work at the Company's U.S. manufacturing facilities, consistent with recognized industry standards and delivery of plant total cost objectives. The parties agree that multiple actions aimed at reducing the excess skilled trade's population through normal attrition and special attrition programs will continue until appropriate staffing levels are attained. Local agreements and work practices will not inhibit the intent or implementation of this agreement. It will be the responsibility of the National Skilled Trades Governance Team to develop and execute a strategy for the implementation of this letter.

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Very truly yours,

Bill Dirksen,  
Executive Director  
U.S. Labor Affairs

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

Dear Mr. King:

Subject: Skilled Trades Classification Consolidation

During the 2007 negotiations, the parties agreed to substantially reduce the number of skilled trades classifications in order to establish a classification structure closer to automotive industry competitive levels. Implementation of the skilled trades classification consolidation encompasses the following principles:

- Existing classifications that the parties will utilize from this point forward.
- Existing classifications that will not be repopulated as skilled employees leave these classifications. Classifications will be eliminated as vacated.
- Vacated classifications will be eliminated immediately. (In the event a classification has been eliminated and an incumbent employee returns to the active employment rolls (e.g., return from medical, etc.) the local parties will review the circumstances with the National Joint Skilled Trades Governance Team, who will make a final determination.)
- New classifications to accommodate the consolidation of non-apprenticeable classifications (e.g., Carpenter - All Around) and alignment of other classifications with the apprenticeship program (e.g., Stationary Steam Engineer).
- Employees within consolidated classifications, as reflected in the Attachment, will retain their current skilled trade Date-of-Entry seniority as their Date-of-Entry seniority in the consolidated classification.
- Apprentice, Leader, Project Coordinator, and Team Leader/Workgroup Coordinator designations will continue to be applied as appropriate.
- Work performed by incumbent employees in the machining classifications consolidated into the Machinist classification will transition as follows: employees in the Machinist classification may be assigned to any machinist operation within this consolidated classification based on verified ability. Further, as attrition occurs the equipment used will become a "tool of the trade" and the work will be absorbed by the Tool and Die Maker and/or the Tool and Template Maker classifications.

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- The work performed by employees in the Cutter Grinder classification will transition to the Tool and Die Maker and/or Toolmaker and Template Maker classifications or the parties will continue with current local practices.
- The work performed by employees in the Water Waste & Sewage Plant, Waste Disposal Equipment & Minor Maintenance, and Water Waste & Sewage Plant Operator & Maintenance classifications will transition to the Stationary Steam Engineer classification or the parties will continue with current local practices.
- The work performed by employees in the Diesel Engine & Heavy Equipment Mechanic classification will transition to Industrial Lift Truck classification.
- At the Rouge, the work performed by employees in the Communication System Installation & Maintenance classification will transition to the Electrical classification. Further, the work performed by employees in the Pipe Coverer classification will transition to the Plumber-Pipefitter classification as the Pipe Coverers attrit. Lastly, employees in the Powerhouse and Substation Operator #1 (and Leader) classification will be consolidated into the Electrician classification.

Skilled trades efficiencies achieved as a direct result of classification consolidation will not result in an indefinite layoff or job security actions. Further, the parties agree that under no circumstance will a new skilled trade classification, including any variation or combination of an existing classification (e.g., Power Electrician, Tool & Die Welder, etc.), be established without the expressed written consent of the National Joint Skilled Trades Governance Team, Labor Affairs, and the UAW, National Ford Department.

The skilled trades classification consolidations will foster efficiencies, provide greater flexibility, and enhance overall operational effectiveness. Specific consolidation actions are detailed in the following Attachment with the classifications to be utilized from this point forward bolded at the top of each list. All classifications listed below each bolded heading will be consolidated into that specific bolded classification.

Very truly yours,

Bill Dirksen,  
Executive Director  
U.S. Labor Affairs

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Concur: \_\_\_\_\_  
Bob King

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Attachment

Electrician
Electrician
Electrician - Project Coordinator
Electrician - Vulcan
Electrician - Wayne ISA - Electrical Umb. - STPC
Electrician - Woodhaven
Electrician Appr
Electrician Co
Electrician Leader
Electrician Team Leader
Electrician Ut
Electrician-Elect Umbrella-Team Leader
Electrician-Electrical Umbrella
Electrician-Wayne ISA - Electrical Umb.
Electrician-Woodhaven Team Leader
Power Electrician
Power Electrician - Project Coordinator
Power Electrician Ldr
Team Member Electrical
Team Member Electrical Apprentice
Wayne ISA Electrical Umbrella Team Leader
Power Maintenance Electrician Ldr
Electrician & Pyrometer Repair
Electrician & Pyrometer Repair Proj.Coord.
Electrician & Pyrometer Repair Leader
Industrial Instrumentation
Industrial Pyrometry
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Pyrometer & Instrument Installation & Repair
Pyrometer & Instrument Installation & Repair Ldr

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Tool and Die Maker
Team Member Tool & Die
Team Member Tool & Die Apprentice
Tool & Diemaker
Tool & Diemaker Appr
Tool & Die Maker Leader
Tool & Diemaker Team Coordinator
Tool & Diemaker Leader-Wayne ISA - T&D Umbrella
Tool & Diemaker-Wayne ISA - Tool & Die Umbrella
Tool & Diemaker-Wayne ISA - Tool & Die Umbrella - STPC
Die cast Diemaking
Diemaker Die cast
Diemaker Die cast Leader
Diemaker Die cast Apprentice
Die Making
Diemaker
Diemaker - Project Coordinator
Diemaker Appr
Diemaker Ldr
Diemaker Repair
Diemaker/Diesinker Vulcan/Woodhaven Forging Only
Die Sinker
Diesinker
Die Sinker Apprentice
Die Sinker Leader
Die Tryout
Die Tryout
Die Tryout Apprentice
Die Tryout Leader
Gauge Maker-All Around
Scale Repair
Scale Repair Leader
Die Repair
Locksmith
Locksmith Leader

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Toolmaker & Template Maker
Toolmaker & Template Maker
Toolmaker & Template Maker - Project Coordinator
Toolmaker & Template Maker Appr
Toolmaker & Template Maker Co
Toolmaker & Template Maker Ldr
Toolmaker (R & E Staff) Apprentice
Toolmaker (Research & Engineering Staff)
Toolmaker (Research & Engineering Staff) Leader
Toolmaker Team Leader
Toolmaker-Mechanical Umbrella
Toolmaker-Mechanical Umbrella-Team Leader

Machine Repair
Hydraulic & Machine Repair (Lima)
Machine Repair
Machine Repair - Project Coordinator
Machine Repair - Woodhaven
Machine Repair Appr
Machine Repair Ldr
Machine Repair Leader
Machine Repair Woodhaven-Team Leader
Machine Repair-Wayne ISA - Mech Umb
Machine Repair-Wayne ISA - Mech Umb - Project Coordinator
Machine Repair Specialist
Machine Repair Specialist Leader
Team Member Mechanical
Team Member Mechanical Apprentice
Wayne ISA Machine Repair Mech Umbrella Team Leader

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Millwright
Maintenance Gen. Plt. Skilled Millwright-Leader
Maintenance-General Skilled-Millwright
Millwright
Millwright - Project Coordinator
Millwright - Wayne ISA - Mech Umb. - STPC
Millwright Appr
Millwright Co
Millwright Ldr
Millwright Team Leader
Millwright Utility
Millwright-Mechanical Umbrella
Millwright-Mechanical Umbrella Team Leader
Millwright-Wayne ISA - Mech Umb
Wayne ISA Millwright Mech Umbrella Team Leader
Rigger
Rigger - Project Coordinator
Rigger Ldr

Sheet Metal Worker
Sheet Metal Worker
Sheet Metal Worker - Project Coordinator
Sheet Metal Worker Appr
Sheet Metal Worker Co
Sheet Metal Worker Ldr
Tinsmith
Tinsmith Team Leader

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Plumber-Pipefitter

Pipefitter-Mechanical Umbrella  
Pipefitter-Mechanical Umbrella - Project Coordinator  
Pipefitter-Mechanical Umbrella Team Leader  
Pipefitter-Wayne ISA - Mech Umb  
Pipefitter-Wayne ISA - Mech Umb - Project Coordinator  
Plumber Pipefitter  
Plumber Pipefitter - Project Coordinator  
Plumber Pipefitter Appr  
Plumber Pipefitter Co  
Plumber Pipefitter Ldr  
Plumber Pipefitter Team Leader  
Plumber-Pipefitter/Welder (Twin Cities Only)  
Wayne ISA Pipefitter Mech Umbrella Team Leader  
Industrial Hydraulics  
Hydraulic Repair  
Hydraulic Repair Appr  
Hydraulic Repair Project Coordinator  
Hydraulic Repair Leader

Welder General

Wayne ISA Welder Mech Umbrella Team Leader  
Welder  
Welder General  
Welder General - Project Coordinator  
Welder General Appr  
Welder General Ldr  
Welder General-Mech Umbrella-Team Leader  
Welder General-Mechanical Umbrella  
Welder-Wayne ISA - Mech Umb  
Hardener-Tool & Die  
Hardener-Tool & Die-Leader  
Die And Maintenance Welder  
Welder Team Leader  
Welder Tool Die & Maintenance  
Welder Tool Die & Maintenance Appr  
Welder-Tool & Die  
Welder-Tool & Die Co  
Tool & Die Welder/Hardener  
Welder-Tool & Die Ldr

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Mechanic Auto
Mech Auto-App
Mechanic Auto
Mechanic Leader

Industrial Truck Mechanic
Ind Trk & Tow Rep-Wayne ISA - Mech Umb
Industrial Lift Truck & Tow Tractor Repair
Industrial Lift Truck & Tow Tractor Repair Appr
Industrial Lift Truck & Tow Tractor Repair Ldr
Maintenance General Skilled Indus Lift Trk Repair Ldr
Maint General Plant Skilled Industrial Truck Repair
Wayne ISA Ind. Lift Truck Mech Umbrella<Team Ldr

Refrigeration & Air Conditioning Machine Operator
Refrigeration & Air Conditioning Machine Operator
Refrigeration & Air Conditioning Machine Oper Appr
Refrigeration & Air Conditioning Oper Leader

Refrigeration Maintenance & Installation
Refrigeration Maintenance & Installation
Refrigeration Maintenance & Installation - STPC
Refrigeration Maintenance & Installation Appr
Refrigeration Maintenance & Installation Ldr

Power House Mechanic
Power Maintenance #1
Machinist-All Around Powerhouse
Machinist-All Around Powerhouse Appr
Machinist-All Around Powerhouse Ldr

Stationary Steam Engineer
Power Service Heat Steam Air & Water
Power Service Heat Steam Air & Water Appr
Power Service Heat Steam Air & Water Ldr
Power House Engineer
Power House Engineer Appr
Power House Engineer Ldr
Power House Operator
Power House Operator Ldr
Powerhouse & Substation Operator #1(consolidate with Electrician at Rouge)
Powerhouse & Substation Operator #1 Ldr (consolidate with Electrician at Rouge)
Powerhouse Operator Apprentice
Engineer-Shift or Relief
Engineer-Relief
First Class Operator-Powerhouse #1
Power Service Operator
Boiler Fire Hand

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Metal Model Maker (to be used only at VOGO Pilot Plant)
Metal Model Maker
Metal Model Maker Appr
Metal Model Maker Leader

Pyrometer - Cleveland (to be used only at the Cleveland Site)
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Inspector-Tooling & Layout (Non-Apprenticeable)
Inspector-Tooling & Layout Leader
Inspector-Tooling & Layout Project Coordinator
Inspector-Tools Dies Fixtures & Gauges
Inspector-Tools Dies Fixtures & Gauges Leader
Team Member Layout

Experimental Parts & Body Painter (Non-Apprenticeable) (to be used only at VOGO Pilot Plant)
Experimental Parts & Body Painter Project Coordinator

Maintenance-General Plant-Skilled (Non-Apprenticeable) (to be used only in FCSD and at VOGO Pilot Plant)
Maintenance-General Plant-Skl Project Coordinator

Machining Specialist (Non-Apprenticeable) (to be used only at Dearborn Tool & Die Plant and R&E Center)
Machining Specialist - R&E Center
Machining Specialist Leader - R&E Center
Machining Specialist-Leader
All Around Heavy Machine

Machinist (Non-Apprenticeable)
Boring Machine-All Around
Jig Borer-All Around
Jig Borer-All Around (Research & Enginrg. Staff)
Lathe-General
Processor-Experimental Machine Shop
Grinder - All Around
Grinder - External & Internal
Grinder - Surface
Tool Machine Operator
Tool Machine Operator Ldr

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Carpenter - All Around (Non-apprenticeable)
Bricklayer
Bricklayer Ldr
Carpenter
Carpenter - Project Coordinator
Carpenter Ldr
Carpenter Painter
Carpenter Painter Leader
Cement Finisher
Cement Finisher Ldr
Furniture Finisher
Furniture Finisher Ldr
Painter
Painter Ldr
Painter Co
Painter-Brush & Spray
Painter-Sign
Paint Sign Leader
Plasterer
Plasterer Leader
Roofer
Roofer Ldr
Heavy Equipment Operator
Concrete Buster

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Will Not Re-Populate
Construct & Test Prototype Matl. Handling Devices
Crane Operator - NW Boom Type
Inspector Gauge 1
Inspector Gauge 1 - Project Coordinator
Inspector Gauge 1 Leader
Sewing Machine Attachment Folder Dev Maker Repair
Sewing Machine Repair
Automation Equipment Maker & Maintenance
Automation Equipment Maker & Maintenance Ldr
Service Garage Repair
Wayne ISA Welding Mach & Welding Fix. Rpr Team Ldr
Weld Mach Weld Fix & Rep-Wayne ISA - Mecumb
Weld Mach Weld Fix & Rep-Wayne ISA - Mecumb - STPC
Welding Machine & Welding Fixture Repair
Welding Machine & Welding Fixture Repair Ldr
Conveyor Structural Sketcher
Water Waste & Sewage Plant
Water Waste & Sewage Plant Leader
Diesel Mechanic & General Repair
Diesel Mechanic & General Repair Leader
Core Maker & Molder - Jobbing & Experimental
Mold Developer
Pipe Coverer
Pipe Coverer Ldr
Gear Trouble
Repair-Power Tools
Repair-Power Tools Ldr
Communication System Instal & Maintenance
Communication Sys. Inst.& Maint.-Project Coordinator
Communication System Instal & Maint Ldr
Cutter Grinder
Cutter Grinder Leader
Cutter Grinder-New
Waste Disposal Equipment & Minor Maintenance
Waste Disposal Equipment & Minor Maintenance Co
Waste Disposal Equipment & Minor Maintenance Ldr
Water Waste & Sewage Plant Operator & Maintenance

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Air Compressor Operator  
Blacksmith  
Boilermaker  
Boiler Repair  
Body Shop Mechanic  
Boring Mill - Lucas  
Chipper Grinder Die Barber  
Chlorine Maintenance  
Clock Repair  
Cold Head Dies  
Detailer - Contouring & Profiler  
Die Barber  
Die Finisher  
Die Maker - Tungsten Carbide  
Diemaker Trim Dies  
Diemaker - Steel Rule (not interchangeable with Diemaker)  
Diesel & Heavy Equipment Mechanic  
Electrical Construction High Tension #1  
Electrical Construction High Tension #2  
Experimental Template Maker & Checker  
Experimental Welder Fixture & Weld Equipment Developer  
Fire Hand - Head  
Fixture Repair General  
Gear Maker - All Around  
Gear Shaver Sharpener  
Grinder High Precision  
Grinder Surface Blanchard  
Inspector Gage Block  
Inspector Gear - All Around Tool or Diemaker  
Inspector Tooling and Layout New  
Inspector Tool layout Funct. Test Qualified Tool & Diemaker  
Instrument Repair - Precision  
Inspector Gage 2  
Jig Borer General  
Keller Operator  
Lapper General Precision Gage 1st Class - incl. Leaders  
Lathe Turret  
Lathe Vertical - Over 4 Feet

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Water Purification Maintenance  
Water Controller- General Service  
Welder Set-Up And Repair  
Wood Worker On Plaster Models  
Caster - Electrical Team  
Caster - Mechanical Team  
Communication Cable Splicer  
Cutter Grinder A Carbology  
Cutter Grinder Utility  
Die Repair & Fitter Trim Dies  
Die Repair Assembly Upset Dies  
Die Repair Forge Dies  
Die Sinker Bench Finisher  
Drill Press Operator  
Electrical Team  
Electrical Team Leader  
Furnace Patrol  
Gas Dispatcher  
General Maintenance  
General Service Team  
General Service Team Leader  
Hulett & Coal Tower Repair  
Hydrotel Operator  
Instrument Repair  
Machine Maintenance Specialist  
Machine Repair Vulcan  
Material Control Specialist 1 (CCP)  
Mechanical Maintenance Technician (Toolmaker, Machine Repair)  
Mechanical Team  
Mechanical Team Leader  
Mill Maintenance  
Millwright Repair  
Molder - Jobbing  
Pattern Layout - Metal - Qualified Patternmaker  
Pattern Layout - Metal - Qualified Patternmaker Upg  
Patternmaker - Metal  
Patternmaker - Metal Apprentice  
Patternmaker - Metal Leader

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

Dear Mr. King:

Subject: Skilled Trades Classification Consolidation Implementation Guidelines

In a letter of understanding titled "Skilled Trades Classification Consolidation", the parties agreed to implement certain Skilled Trades classification consolidations whereby employees on certain existing classifications will be reclassified to the consolidated classification. These are guidelines that will be followed in implementing the intent of the letter of understanding:

- Employees on all affected classifications will be reclassified to the consolidated classification. Apprentice, Changeover, Leader, Team Leader/Coordinator, and Skilled Trades Project Coordinator designations with the proper wage rate adjustment will continue to be applied as appropriate to employees on the consolidated classifications.
- Employees on affected classifications that have a negotiated wage rate below the negotiated wage rate of the consolidated classification will have their wage rate increased to the negotiated wage rate of the consolidated classification.
- Employees on affected classifications that have a negotiated wage rate above the negotiated wage rate of the consolidated classification will have their wage rate personalized at the higher rate until they leave the classification.
- The negotiated base wage rates of the classifications of Millwright, Plumber-Pipefitter, and Sheet Metal Worker will be increased by 10¢ on the Effective Date of the Agreement.

Very truly yours,

Bill Dirksen,  
Executive Director  
U.S. Labor Affairs



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Concur: Bob King



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

Dear Mr. King:

Subject: Skilled Trades Governance

During these negotiations, the Company and the Union each recognized the importance of implementing and executing agreements enabling overall operational effectiveness including skilled trades. Additionally, both parties recognized the need to continuously discuss the present, desired, and transition states of the skilled trades organization while considering all of the critical organizational elements including processes, culture, structure and people in order to enable our collective efforts to establish a world class manufacturing and skilled trades business model. Accordingly, the parties agree to work together on continuously improving the manner in which our skilled trades are utilized.

A key part of these discussions focused on the important role of the skilled trades in the Company's quality, safety, productivity, and cost improvement goals. Both parties agree that the manner in which the skilled trades are utilized substantially affects the day-to-day success of our manufacturing and assembly operations. As an outcome, both parties agree that in all manufacturing areas or departments we must have a culture where every employee has ownership and accountability for the most efficient, productive, world class competitive operations. This includes the highest possible uptime for all equipment, the highest possible quality, the safest environment, and the least possible scrap and downtime. For the Company to improve its future viability and competitive position in the global marketplace we must jointly establish a process to facilitate a more efficient use of the skilled trades at the plant floor level including an adaptable and flexible structure.

In the spirit of these discussions, both parties agree changes of this magnitude throughout our manufacturing and assembly operations require management and union leadership, support, and commitment at all levels of our respective organizations. As a result, it is further agreed that no later than 90 days from the Effective Date of this Agreement, the parties will establish a National Joint Skilled Trades Governance Team consisting of representatives of the UAW National Ford Department, Corporate Labor Affairs, Directors of Manufacturing, as well as other resources as appropriate and agreed upon. National Joint Skilled Trades Governance Team (NSTGT) meetings will occur on a regular basis based on need and are subject to agreement by both parties. The responsibilities of this Team include, but are not limited to, the following:

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- Ensure implementation of all national agreements related to skilled trades (i.e., consolidation of skilled trades classifications, competitive work practices, journey person training, apprenticeship program revisions, etc.).
- Ensure consistency of implementation of all national agreements from location to location.
- Provide local parties with clear direction consistent with the jointly developed desired state for skilled trades.
- Gain sponsorship required from Company and Union leadership at both the corporate and local levels, as well as others required to enable successful change.
- Define the technical and operational elements needed to support the jointly developed desired state for skilled trades.
- Jointly benchmark our competitors to ensure implementation of a skilled trades model that will generate the highest level of performance and the utilization of best practices.
- Jointly visit local facilities on a regular basis to monitor implementation of various agreements and hold the local parties accountable for accomplishing the changes within the agreed upon time limit.
- Drive standardization of skilled trades work practices throughout the Company.
- Ensure that skilled trades are highly involved and participative in the manufacturing process through assignment of dedicated skilled trades persons to specific departments or areas.
- Use a set of ongoing metrics to determine the effectiveness of the implementation.

To assist the National Skilled Trade Governance Team in accomplishing these responsibilities the parties have agreed to allocate two full-time representatives.

Additionally, the parties recognize that we may encounter a surplus of skilled trades employees at some point throughout the term of this agreement. In the event this occurs, it will be the responsibility of the National Joint Skilled Trades Governance Team to develop and execute a strategy to effectively address the surplus employees. To assist in implementing the surplus employees strategies, the parties have agreed to allocate one full-time representative. This representative may be also assigned additional responsibilities.

The National parties also agree that each location, that does not currently have a team and/or process to address skilled trades related issues, will establish a joint implementation team no later than 90 days from the Effective Date of this Agreement. The local implementation team will consist of representatives of the local UAW Leadership, the Plant Manager, Manufacturing Engineering Managers, Human Resources Manager, as well as other resources as appropriate and agreed upon. The responsibilities of this team include, but are not limited to, the following:

- Implement national and local agreements related to skilled trades (i.e., consolidation of skilled trades classifications, competitive work practices, journey person training, apprenticeship program revisions, etc.).

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- Ensure implementation of agreements is consistent with the master Collective Bargaining Agreement.
  - Review progress of implementation on a regular basis and provide regular status updates to the National Joint Skilled Trades Governance Team.
  - Provide the local joint sponsorship required to successfully drive change.

It is our belief that the establishment of the Skilled Trades Governance Team will provide the focus the union and the Company need to collectively identify and implement multiple changes which will allow us to implement and continuously improve a globally competitive manufacturing and skilled trades business model which will help maximize the company's competitive priorities in the areas of quality, productivity, and cost. Lastly, local agreements and work practices will not inhibit the intent or implementation of this agreement.

Very truly yours,

Bill Dirksen,  
Executive Director  
U.S. Labor Affairs

Concur:

Bob King

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September 15, 2003

Mr. Gerald D. Bantom ~~Bob King~~  
Vice President and Director  
~~UAW, National Ford Department~~ UAW-Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. ~~Bantom~~ King:

Subject: Skilled Trades Licensing

During 2003 ~~the~~ 2007 negotiations, the parties had extensive discussions regarding skilled trades licensing and training. Both parties recognized the requirement for certain skilled trades personnel to be licensed according to local municipality and/or state requirements. As such, the parties agreed to continue the pilot that was initiated in 2002.

Additionally, ~~immediately~~ following the ratification of this Agreement, ~~a the~~ joint task force ~~will be formed in 2004~~ with representatives from the National Ford Department and the Company's Labor Affairs Office will meet as necessary to resolve issues regarding the licensing requirements of skilled trades employees. The task force will be charged with identifying training alternatives, operational issues, funding alternatives, and total program costs, ~~then developing~~ The task force then will develop recommendations and for implementing a process, and for a comprehensive training program for affected trades, consistent with the criteria of local municipality and/or state licensing requirements.

The task force will provide the analysis and make final recommendations to U.S. Union Affairs and the National Ford Department. ~~within six (6) months of ratification of the Agreement.~~

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
~~Labor Affairs~~  
Bill Dirksen,  
Executive Director  
U.S. Labor Affairs

Concur:

Gerald D. Bantom Bob King

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Mr. Bob King  
Vice President and Director  
UAW-Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214.

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Dear Mr. King:

Subject: Skilled Trades Versatility and Training

During these negotiations, the parties had extensive discussions regarding skilled trades versatility and training. It was mutually recognized that although a number of Company locations have independently undertaken significant efforts in these areas there may be additional needs resulting from the agreed upon skilled trades classification consolidations. Further, both parties agree that all training should be based on individual need and that a "one size fits all" approach is neither effective nor acceptable. It also was mutually recognized that journeypersons' active participation in such training would maintain, increase, and broaden their technical skills while enabling enhanced product quality, operational effectiveness, and greater job security for the skilled trades workforce. Accordingly, the Company has agreed to commit the necessary resources to train affected skilled trades and related supervisory staff to ensure successful local implementation of classification consolidations.

Given these considerations, the parties agree that, within 90 days of the effective date of this Agreement, each location will establish a departmental/building skilled trades versatility matrix detailing requisite skills for each skilled trades classification in the department/building based on the classification consolidation. Each matrix will contain all skilled trades employees in the department/building, by classification, as well as all of the knowledge, skills, and abilities required to safely perform the tasks required of that trade at the required level of quality. This matrix will serve as the baseline/current state for a subsequent plan for each person. Based on the departmental/building versatility matrix and classification consolidation, a task-based plan for each skilled trades person will be established. This plan will include any skill development, including classroom, on-the-job, web-based, or other, that may be required to enable each individual skilled tradesperson to perform his/her particular job assignments safely and at the required level of quality.

The local parties will oversee the completion and maintenance of the skilled trades versatility matrices and the plan for each journeyperson, and will identify necessary resources including the local Joint Apprenticeship Committee Representatives. The parties recognize that the National Skilled Trades Governance Committee may be called upon to resolve outstanding concerns that are not resolved at the local level.

Bill Dirksen,  
Executive Director  
U.S. Labor Affairs

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Concur:

Bob King

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

Dear Mr. King:

Subject: Outside Contracting Van Dyke Transmission Plant

Recently, concerns were raised regarding the utilization of the skilled trades workforce at the Van Dyke Transmission Plant. The parties agree that the manner in which the skilled trades workforce is utilized substantially impacts the viability and profitability of the plant. In order to improve the plant's competitive position through a more efficient use of skilled trades, the parties agree utilization of skilled trades will include a focus on support of the manufacturing process including maintaining and troubleshooting process equipment, as well as project/contract work.

Additionally, the parties agree that project/contract work will follow the outside contracting procedure as defined in Article IV, Section 8 of the UAW-Ford Collective Bargaining Agreement. If the work can be performed competitively while meeting the cost, quality and timing requirements the work will be performed by the UAW-Ford skilled trades.

Very truly yours,

Bill Dirksen,  
Executive Director  
U.S. Labor Affairs

Concur:

Bob King

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