K# 9208

LOCAL AGREEMENTS

Between

FORD MOTOR COMPANY

and

LOCAL 862, UAW, UNIT NO. 2
(KTP)

And Other Materials
Kentucky Truck Plant

Agreements Ratified By
Local Union
October 9, 2008

Bargaining Committee and Committeepersons of the UAW Local 862 (Kentucky Truck Plant) at the time this agreement was negotiated

Bargaining Committee
- Scott Eskridge Chairman KTP 429-2156
- Bryan Kessinger 429-2409
- Allen Hughes 429-2759
- Rodney Janes 429-2110
- Joe Gorsick, Skilled Trades Chairman 429-2070

Committeepersons:
- Todd Dunn 429-5266
- Charlie Jones 429-2036
- Tim Sanders 429-2075
- Bill Johnston 429-2663
- Paul Bishop 429-2455
- Nick Reid 429-2856
- Mike Stewart 429-2307
- Bryan St Clair 429-3817
- Steve Dowell 429-2072
- Roy Ice 429-5279
- Bob Lunsford 429-2688
- Jonathon Jaggers 429-2620
- Royce Epperson 429-2369

Skilled Trades Committeepersons:
- Gail Mattingly 339-3648

Health & Safety Representatives:
- Kevin Glass 429-2248
- Judy Robinson 429-2417
- Randy Houston 339-5220

ESSP Representatives:
- Mark Dowell 429-2855

Benefits Representatives:
- John Klefot 241-9491
- Adam Abell 241-9491

Employee Resource Coordinators:
- Mark Baker 429-2291

Quality Liaison Representative:
- Libby Eldridge 429-2773

Time Standards Representative:
- Tim Wise 429-2005

International Representative:
- Region 3 1-317-247-5515

National Ford Department 1-313-926-5391

Published By

FORD MOTOR COMPANY
KTP
3001 Chamberlain Lane
Louisville, KY 40241

and

LOCAL 862 U.A.W.
2702 Chamberlain Lane
Louisville, KY 40245

2007

TABLE OF CONTENTS

Local Agreements

Ability Rate Progression (Arps) Schedule 42
Absence Reporting 61
Autoettes 72
B-Level Racks 73
C-Crew Schedule When Holiday Falls On Monday 59
Change of Address 64
Changing Scheduled Break/Lunch Periods 58
Changing Shift Starting Time 59
Classifications, Groups, And Rate Agreement 41
Coveralls 71
Designated Classifications 9
Downtime Information 60
Emergency Telephone Log 77
Employees Reporting Late To Work 58
Enclosed Cabs 72
Equalization of O/T & Work Opportunity Agreement 34
Fail-Safe Floats 76
Fans/Drinking Fountains 71
Food Service 77
Foul Weather Gear 70
FTPM Activity Guidelines 77
Gloves 71
Grip Tow 72
Hourly Personnel Availability 63
Inspector Training 77
Job Elements Same On All Three Shifts/Crews 75
Job Opening Agreement 20
Job Placement Procedure/Guidelines 68
Job Posting 21
Jobs Being Combined 21
Jobs Miving to a Different Team 21
Leave of Absence 64
Leaving The Plant During Production Hours 61

Levelators 73
Line Spacing 75
Loss of Seniority 65
Materials Occupational Group 9
Medical (Conditional) 64
Medical Facility Manning 67
Medical Passes 68
Miscellaneous Agreements 51
Moving From Bid Jobs - Quality Control 21
Natural Work Groups 48
Non-Ford Personnel To Register At Security 74
Non-Promotional Transfers 23
Operation of Power Equipment 72
Other Seniority Matters 11
Parking Lots 73
Pay Practices 51
Plant Services Group 11
Preparatory Time & Environmental Relief 60
Rail Road Crossing Bridge At V-13 73
Reductions In Force – Inspector Classification 8
Reductions In Force – Material Controllers 9
Reductions In Force On A Team 8
Regular Day Off Work Opportunities 38
Restroom Cleaning 71
Safety Glasses 70
Seniority Agreement 8
Schedule Boards 59
Shift/Crew Preference Agreement 15
Shift Schedule/Working Hours & Quitting Time 59
Ship-Out Production 76
Skilled Trades Classifications 13
Speed Limit In Plant 71
Supervisor Working 77
Team Leader Election Guidelines 30
Team Work Agreement 26
Team-To-Team Transfer 20

Temporary Layoff 60
Temporary Rates 24
Tow Trailer Limits 73
Undesignated Classifications 11
Vacations And Personal Leaves 54
Vendor Rework of Parts 74
Vendors Delivering Supplies 74
Volunteer Firefighters 74
Work Opportunity Call-Log 39

National Language

Subject: Alt. Work Schedule, C Crew Shift Switching 99
Subject: Alt. Work Schedules - KTP 88
Subject: Alt. Work Schedules – KTP Addendum 94
Subject: Alt. Work Schedules – KTP Waiver Of App. H 96
Subject: Partial Work Week Layoff Administration 101
Conceptual Agreement 83
Alternate Work Schedule Language 87
Subject: Addendum: Three Crew Schedules -
Breavement Pay 97

Local Letters Of Understanding

Subject: Adverse Effects Due to High Absenteeism 150
Subject: Changing Work Schedules for Local Traditions
and Holidays 143
Subject: Churning of the workforce 108
Subject: Completion of Facility Items 127
Subject: Cycling of Equipment 129
Subject: Daily Production 110
Subject: Department Transfer Limit 132
Subject: Equal Application 135
Subject: Job Security & Operatinoal Effectiveness 119
Subject: Joint Participatin in Local Special Events 145
Subject: Launching the Modern Operating Agreement
in Material Handling 138
Subject: Letter of Agreement - KTP Stamping Department 148

Subject: Modern Operating Agreement Provisions 139
Subject: Mutual Growth Forum 116
Subject: National and State of Kentucky Elections 134
Subject: Pay Adjustments 117
Subject: Perfect Attendance Recognition 140
Subject: Plant-Wide Cooling & Ventilation 106
Subject: Relief for Material Handling 113
Subject: Relocation of Fitness Center 112
Letter of Understanding: Retiree Appreciation 142
Subject: Salvage Repair Position 115
Subject: Sourcing 144
Subject: Supervisor Appointment from Hourly 121
Subject: Team Size 122
Subject: Temporary QLS Buy-Off 136
Subject: Tribute in recognition of the Death of
and Active Employee 131
Subject: Uniform Program 146
Subject: Union/Management Relationship 124

Skilled Trades Supplement

Carpenter - All Around 173
Commodity Vendors Delivering Supplies 168
Definition of Past Practice 167
Down Draft In Paint Booths 168
DROT Posting 167
Electrician 177
Eye Wash Checks 169
Guidelines For Employees Working Alone 168
Industrial Truck Mechanic 179
Inspector Tooling & Layout 181
Millwright 174
Miscellaneous Agreements 163
Non-Ford Personnel To Register At Security 168
Other Seniority Matters 156
Overtime Equalization & Scheduling Process 157
Plumber - Pipefitter 169

Pool Workers 184
Sheet Metal Worker 172
Shift/Crew Preference 161
Shift Starting Time Changes 163
Skilled Trades Group Leaders 164
Skilled Trades Matters 165
Skilled Trades Supplement 155
Skilled Trades Stability 161
Supplemental House Painter Process 185
Tool & Die Maker 182
Toolmaker & Template Maker 180
Welder General 176

Letters of Understanding

Subject: Appendix F Selection Process 213
Caterpillar Equipment 190
Subject: New Technology 195
Subject: Non-Skilled Employees Entering Electrical Panels 204
Subject: Outside Contractors Utilizing Ford Equipment 210
Subject: PMHV Safety 202
Subject: Refurbishment/Retooling 199
Subject: Rental Equipment 206
Subject: Shipping Rack Repairs - Stamping Facility 201
Subject: Skilled Trades Full Utilization 197
Subject: Skilled Trades Group Leader Pilot 191
Subject: Skilled Trades Informational Meetings 189
Subject: Sprinkler Work 214
Subject: Systems Work to be Done by Electricians 193
Subject: Technical Training 211
Subject: Weekly Safety Session 187

Calendars

Family Days 217
Holidays 217

This booklet is intended to acquaint you with certain Company policies and terms of the agreement negotiated between the management of the Kentucky Truck Plant and Local 862 of the UAW. These policies and agreements are subject to change by the Company and the Union. For the detailed rules governing such matters as vacation, holiday pay, and other matters covered by the Master Agreement which became effective November 19, 2007.

Both the Company and the Union recognize their respective responsibilities as participants in the programs of the President's Committee on Equal Employment Opportunity and their responsibilities under federal and state laws relating to fair employment practices. Thus, the Kentucky Truck Plant is known as an Equal Opportunity Employer.

Local Agreements

PHONE NUMBERS

National Employee Service Center....1-800-248-4444

A Plan, Z-Plan –
(www.axz.ford.com) 1-800-348-7709

Attendance Tracking System
(Absentee Call-In Line) 1-866-893-0576

Mutual of Omaha –
Optional Insurance 1-800-742-8215

Blue Cross Blue Shield –
Health Insurance 1-800-572-6860

Blue Cross Blue Shield of Michigan –
Dental Retirees.....1-800-426-4610
Active 1-800-482-5146

Comerica Bank (retiree checks).....1-800-647-3674

Ford Money Market.....1-800-462-2614

Humana – Health Insurance.....1-877-857-7551

United Concordia – Dental 1-800-937-6432

Dentemax 1-800-752-1574

TESPHE – Fidelity 1-800-544-3333

Unicare.....1-800-843-8184

Claims Status 1-800-572-1581

Open Medical Leave 1-877-HRLY-MLA

SVS Vision – Michigan.....1-800-225-3095
5611 Preston Highway, Louisville 969-6222
3747 Diane Marie Rd, Louisville..... 394-9131
652 Eastern Blvd, Clarksville .....(812) 282-7404

Autotruck Federal Credit Union
3611 Newburg Rd,
Louisville, KY 40218..... 459-8981

13210 O'Bannon Station Way,
Louisville, KY 40223..... 244-2272

Legal Services Plan 456-4222

North American Emergency
Info Hotline 1-800-603-3674

Kentucky Unemployment Office 595-4165

KTP / UAW Local 862 Phone Numbers

UAW Local 862 Union Halls
KTP – 2702 Chamberlain Lane,
Louisville, KY 40245 241-9491
LAP – 3000 Fern Valley Rd,
Louisville, KY 40213 969-9136

President 241-9491

Financial Secretary 969-9136

UAW In-Plant Committee Room
KTP 429-2688
LAP 364-3654

Apprenticeship & Technical Training 429-2668

UAW Benefits Representative 241-9491

Employee Assistance Program
(ESSP) 429-2855

Employee Resource Coordinator 429-2291

Ergonomics Reps 429-2341

UAW Health & Safety
Reps 429-2248/2417/339-5220

Training & Education Advisor 429-2291

Production Standards/Job Seecurity Rep 429-2005

Quality Representative 429-2773

Technical Skills Coordinator 429-2063

Plant Phone Numbers

Company Health & Safety Offices

Danny Huffman 429-2264

Brett Fredericks 429-2398

ABSENCE CODES

CODE	DESCRIPTION
2	Authorized Strike
3	Unauthorized Strike, Slowdown
4	Layoff Due to Labor Dispute
7	Military Leave
9	Plant Vacation
A	AWOL
B	Machine Breakdown
C	Offset Short Work Week
D	Discipline
E	Excused Absence Allowance
ER	*Excused Absence Substituted for* Unpaid FMLA Leave
F	Act of God Hours Worked
G	Unpaid Voluntary – Early Out
H	Material Shortage
J	Jury Duty
K	Act of God
L	Late Arrival – Tardiness
M	Medical Leave (Form 40 – 3 or more consecutive days)
MR	Family Medical Leave Act
N	40 Hour Balance Out
O	Regular Day Off
P	Unpaid Personal
Q	Model Changeover
R	Family Day
S	Scheduled Layoff - Reduced Demand
T	Illness/Injury (1 or 2 days duration)
TR	FMLA Leave: Illness/Injury (1 or 2 days duration)
U	Unpaid Approved Leave (Form 40 in advance)/Union Business
UR	FMLA Leave; Unpaid for Care of Family Member
V	Vacation
VR	Vacation Substituted for Unpaid FMLA Leave
W	Other Unscheduled Layoff
X	Other Absence
Y	Overtime Refusal
Z	Bereavement

SETTLEMENT AGREEMENT
KENTUCKY TRUCK PLANT
EFFECTIVE OCTOBER 9TH, 2008

It is mutually agreed between the Ford Motor Company, Kentucky Truck Plant and the International Union UAW Local 862, on October 9th, 2008, that this acknowledges successful conclusion of all local issues in 2007 Local Negotiations. This is subject to final ratification by the membership.

FORD MOTOR COMPANY Kentucky Truck Plant:	UAW Local 862:
Scott Britton	Scott Eskridge
Scott Rozzi	Bryan Kessinger
Lonnie Corkum	Allen Hughes
Danielle Sampson	Rodney Janes
	Joseph Gorsick
VEHICLE OPERATIONS DIVISION:	REGION #3:
U.S. UNION AFFAIRS:	NATIONAL FORD DEPARTMENT:

The Union, through its duly authorized representative, hereby certifies that the foregoing agreement between the Company and the Union was properly ratified by the membership on October 9th, 2008 and that the following provisions will govern the exercise of seniority.

SENIORITY AGREEMENT

It is mutually agreed between Ford Motor Company, Vehicle Operations, Kentucky Truck Plant and the International Union, UAW Local 862, Kentucky Truck Plant Unit on October 9th, 2008, that the following provisions will govern the exercise of seniority in the Kentucky Truck Plant in accordance with article VIII, Section 3 of the Master Agreement.

REDUCTIONS IN FORCE ON A TEAM

In the event of a reduction in force within a classification within a team, the least senior employee within that classification on that team will be reduced and placed on available work within the department, then by Natural Work Group, and then plant-wide.

In exercising this provision, it is understood that employees having the VAT relief designation are considered to be classified as Vehicle Assembly Technicians (VAT). It is also understood that employees having the Customer Acceptance Inspector (CAI) relief designation are considered to be classified as Customer Acceptance Inspectors (CAI).

REDUCTIONS IN FORCE – INSPECTOR CLASSIFICATION

Employees reduced from the Inspector classification shall exercise their seniority in the following manner:

Exercise their seniority within their Natural Work Group. If unable to exercise their seniority within their Natural Work Group then,

Exercise their seniority within the Line Inspectors. If unable to exercise their seniority within the Line Inspectors, then

Be placed on available work plant-wide in the Vehicle Assembly Technician classification with recall rights.

MATERIALS OCCUPATIONAL GROUP

The exercise of seniority in Materials Occupational Group will be governed by the present local seniority agreement for the following provisions:

It is understood that for purposes of recall, the most senior employee reduced from the A-2 classification will be recalled when an opening occurs in any A-2 classification. The classifications Stock Status Control and Follow-Up are included as designated classifications in the Materials Group and Production Control Group.

REDUCTIONS IN FORCE – MATERIAL CONTROLLERS

Employees reduced from the Material Controller classification shall exercise their seniority in the following manner:

Exercise their seniority within their Department. If unable to exercise seniority within their Department.

Exercise seniority with the A-2 Classifications. If unable to exercise seniority in the A-2 Classifications,

Be placed on available work plant-wide in the Vehicle Assembly Technician classification.

DESIGNATED CLASSIFICATIONS

The so-called "skilled" jobs in each occupational group shall be designated and the remaining job classifications in the group shall be undesignated.

In the designated jobs, employees in the first instance shall have seniority by job classification.

An employee in one designated job classification may not exercise his/her seniority against any other designated job classification in the occupational group except (1) certain designated classifications identified as A-1 who shall first exercise their seniority against those designated classifications identified as A-2 within their occupational group. An employee on a designated

classification who has exhausted his/her seniority in his/her job classification shall first exercise his/her seniority in his/her department against the least senior employee in the undesignated classification. If his/her seniority is insufficient in his/her department, he/she shall then exercise his/her seniority against the least senior employee in an undesignated classification in his/her occupational group.

If he/she is unable to exercise his/her seniority in the undesignated classification in his/her occupational group, he/she shall then exercise his/her seniority against the least senior employee in any undesignated classification plant wide.

In the event of a cut in production, necessitating a reduction in force, the Company, upon an increase in production schedule, shall recall employees demoted from a designated job rather than promote an employee with greater seniority, provided he has not been accepted on another bid job though the job opening agreement.

An employee in a designated job classification in a group who is laid off shall not be recalled to his/her former job in a designated classification while there is a seniority employee in an undesignated job classification who can qualify for the designated job classifications under the provisions of the Kentucky Truck Plant Job Opening Agreement.

In the event an employee has been reduced from a designated job and then is laid off and is recalled to work in line of seniority within 30 calendar days from date of lay off, the employee will retain recall rights back to the former designated classification.

Unless otherwise specified in this agreement, employees reduced from a classified job will become VAT within that department with recall rights to that classification unless they become an accepted bidder on another classified job.

PLANT SERVICES GROUP

Permanent openings to be filled within the classification of cleaner/general will be posted for bid. Employees reduced from the classification of Cleaner-General (23-030070) will retain recall rights to that classification, unless they become a successful bidder on another job.

UNDESIGNATED CLASSIFICATIONS

In the event of a reduction in force, an employee in an undesignated job classification shall first exercise his/her seniority in his/her job classification within the department. If his/her seniority is insufficient in his/her job classification within the department, he/she shall then exercise seniority against the least senior employee in the group of undesignated classifications in his/her department and next against the least senior employee in the undesignated classifications in the occupational group and lastly against the least senior employee in any undesignated classification plant wide.

An employee on an undesignated bid job will retain no recall rights in the event he/she is reduced.

OTHER SENIORITY MATTERS

Seniority Order - Per the Master and Local Agreement, Seniority will be based on the following:

1. The highest Plant service date, if a tie, then
2. Ford service date, if a tie, then
3. Lowest last four digits of the Social Security Number, if a tie, then
4. Lowest full Social Security Number

Seniority shall be exercised at a time of reduction in force, recall, shift preference, and where a job has been eliminated on a plant wide basis.

Seniority After Voluntary Quit - Seniority employees informing their supervisor(s) and committeeperson

of their desire to quit on a certain day and/or hour, he/she shall be considered as terminated as of the day and/or hour, and all his/her previous seniority shall be cancelled.

Ford employees who have quit at other plants and are reinstated or rehired at the Kentucky Truck Plant shall use Ford Service Seniority only for vacation, holiday pay, jury duty, SUB and retirement purposes.

1969 TRANSFER AGREEMENT

An employee on the rolls of the Louisville Assembly Plant on 01/23/69, who is subsequently laid off in a reduction in force at either the Louisville Assembly Plant or the Kentucky Truck Plant, shall during the fourth week from the date of his/her layoff elect in writing at the Employment Office of the plant from which he/she is on layoff to:

1. If, in other than a skilled classification, exercise his/her seniority against the lowest seniority employee in the labor pool or undesignated jobs at the other plant, or remain on the recall list from his/her present location.
2. If in a skilled classification, exercise his/her seniority against the lowest seniority employee on his/her classification at the other plant, or remain on the recall list from his/her present location.

If the employee elects to exercise his/her seniority in either 1 or 2 above, the Company shall effect such seniority adjustment by the end of the fourth week of the employee's layoff unless the employee by that time, has been recalled to his present location.

Any employee who makes no election in writing during the fourth week of his/her layoff at the Employment Office of the plant from which he/she is on layoff shall be deemed to have elected to remain on the recall list

from his/her present location.

SKILLED TRADES CLASSIFICATIONS

For layoff purposes, an employee currently assigned to a skilled trades classification will retain the seniority Company records indicate he/she now has on the classification. An employee subsequently assigned to a skilled trades classification will have date of entry seniority on the classification in the Kentucky Truck Plant. Layoff and recall will be in line of seniority on classification.

DURATION OF THE AGREEMENT

This agreement shall become effective concurrently with the effective date of any Collective Bargaining Agreement which replaces the September 15, 2003, Collective Bargaining Agreement and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

In accordance with Article VIII, Section 3 of the Master Agreement, pertaining to seniority agreements, this agreement is signed subject to the approval of the National Ford Department of the UAW and U.S. Union Affairs of the Company.

FORD MOTOR COMPANY Kentucky Truck Plant:	UAW Local 862:
Scott Britton	Scott Eskridge
Scott Rozzi	Bryan Kessinger
Lonnie Corkum	Allen Hughes
Danielle Sampson	Rodney Janes
	Joseph Gorsick
VEHICLE OPERATIONS DIVISION:	REGION #3:
U.S. UNION AFFAIRS:	NATIONAL FORD DEPARTMENT:

SHIFT/CREW PREFERENCE AGREEMENT

It is mutually agreed between the Ford Motor Company, Kentucky Truck Plant, and the International Union UAW Local 862, on October 9th, 2008 that the following provisions will govern shift/crew preference in the Kentucky Truck Plant in accordance with Article VIII, Section 28 of the Master Agreement.

1. Employees may exercise their seniority with regard to their shift/crew preference at any time. Once the reassignment has been made, employees will not be permitted to exercise their right to shift/crew preference again for four (4) months.
2. Employees shall submit their application for shift/crew change on the Hourly Preference System (HPS) on the Kentucky Truck Plant home page. Probationary employees are not eligible for shift preference during their probationary period.
3. Shift/Crew preference assignments will be made by seniority within the classification within the natural workgroup.
4. Employees will be notified of the bump at least ten (10) calendar days prior to the effective date of the bump.
5. If there is a high concentration of bumps in one zone, then a satisfactory plan to move employees must be established and implemented.
6. Timing for Shift/Crew Preference changes will be as follows:
   5-Day Shift:
   #1 shift to #2 shift on Monday
   #1 shift to #3 shift on Monday
   #2 shift to #3 shift on Monday
   #2 shift to #1 shift on Monday

#3 shift to #2 shift on Monday
#3 shift to #1 shift on Monday
Crews:
A-Crew bump to C-Crew on Monday
A-Crew bump to B-Crew on Tuesday
B-Crew bump to A-Crew on Monday
B-Crew bump to C-Crew on Monday
C-Crew bump to B-Crew on Tuesday.
C crew person would not work on Monday night prior to bumping
C-Crew bump to A-Crew on Tuesday. Employee would work Tuesday, Wednesday, and Thursday on A-Crew. The employee would also be provided the opportunity to work on Friday (up to 40 hours of work available in the week of the bump).
Shift to Crew/Crew to Shift:
#1 shift to A Crew on Monday
#1 shift to B Crew on Tuesday
#1 shift to C Crew on Monday
#2 shift to A Crew on Monday
#2 shift to B Crew on Tuesday
#2 shift to C Crew on Monday
#3 shift to A Crew on Monday
#3 shift to B Crew on Tuesday
#3 shift to C Crew on Monday
A Crew to #1 shift on Monday
A Crew to #2 shift on Monday
A Crew to #3 shift on Monday
B Crew to #1 shift on Monday
B Crew to #2 shift on Monday
B Crew to #3 shift on Monday
C Crew to #1 shift on Monday.
Employee would not work the Sunday preceding the move. The employee would also be provided the opportunity to work

on Thursday of the week preceding the move.
C Crew to #2 shift on Monday. Employee would not work the Sunday preceding the move. The employee would also be provided the opportunity to work on Thursday of the week preceding the move.
C Crew to #3 shift on Monday
Alternate 4x10's Monday-Thursday schedule will be handled as the #2 & #3 shifts for purposes of shift/crew changes.

7. In accordance with the above, all notifications shall be made within 30 calendar days following the date the employee submitted the request. However, the parties recognize the impact that employee movement has on safety, quality and cost. The Company recognizes that the intent is to complete shift/crew moves within thirty (30) days. Cases where this has not happened should be brought to the attention of the Labor Relations Supervisor for immediate resolution. Probationary employees shall be subject to shift roll during the calendar month following their hire in date. If the applicant does not have sufficient seniority to displace another employee on the shift of their choice, their application will remain active for six (6) months unless withdrawn by the applicant.
8. Elected Team Leaders will be eligible to be "rolled" within their base classification in the Natural Work Group for which they are assigned.
9. The Master Agreement recognizes that it is not possible to operate efficiently with all senior employees on any one shift. Therefore, seniority

alone cannot be the sole criteria in applying the above principle. When management finds that recognition of the expressed preference of employees would result in inefficiencies, the Union will be notified of the adjustment necessary and the manner in which it will be affected.

DURATION OF THE AGREEMENT

This agreement shall become effective concurrently with the effective date of any Collective Bargaining Agreement which replaces the September 15, 2003, Collective Bargaining Agreement and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

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

FORD MOTOR COMPANY Kentucky Truck Plant:	UAW Local 862:
Scott Britton	Scott Eskridge
Scott Rozzi	Bryan Kessinger
Lonnie Corkum	Allen Hughes
Danielle Sampson	Rodney Janes
	Joseph Gorsick
VEHICLE OPERATIONS DIVISION	REGION #3:
U.S. UNION AFFAIRS:	NATIONAL FORD DEPARTMENT:

JOB OPENING AGREEMENT

It is mutually agreed between the Ford Motor Company, Kentucky Truck Plant, and the International Union UAW Local 862, on October 9th, 2008, that the following provisions will apply to the movement within and between teams and departments, including promotional and non-promotional job transfers in the Kentucky Truck Plant.

TEAM-TO-TEAM TRANSFER

When a permanent opening is to be filled within a department team, the department manager and district committeeperson will review the Hourly Preference System (HPS), team-to-team transfer list for employees within that department who have expressed a desire to transfer to another team. Movement between teams will be based on seniority and merit. When specialized skills are required on an open position, seniority and ability will be given first consideration along with merit. In selecting the individual for the opening, the individual's ability will be reviewed by the department manager with the district committeeperson. In reviewing the individual's qualifications, it will be jointly determined what type of training will be necessary to allow the employee to fill the position. The Company will provide the necessary training.

If there is disagreement over an employee's merit or ability to transfer to an open position, the parties will conduct a joint interview of the employee to determine if assistance can be provided to correct whatever deficiency may exist. If the employee is willing to correct the problem, an opportunity to transfer to the open position will be afforded within 30 calendar days. If the problem persists, the individual will be disqualified and placed on available work.

VAT Relief can move on the Team-to-Team transfer list on the Hourly Preference System (HPS) within their assigned department when a permanent opening occurs.

Jobs Moving to a Different Team

When a job leaves a team, the primary operator on that job will be given the opportunity to move to the new team and keep his/her operation.

Jobs Being Combined

When two (2) or more jobs are combined within a department, the operator that performed a majority of the work, as determined by the OIS Sheet, will retain the operation. If the new operation includes an equal amount of work the most senior employee will retain the operation.

Job Posting

When a permanent opening exists on a designated classification and there are no employees demoted from the designated job who have recall rights in accordance with the Kentucky Truck Seniority Agreement, the Company shall post an announcement of the opening on the Hourly Preference System (HPS).

Names of interested bidders for the opening must be submitted by the employee on the Hourly Preference System (HPS).

Bids will be posted on Mondays. Employees will be eligible to bid on the posting through the following Monday at which time the bid shall be closed.

Acceptance letters will be provided via the Hourly Preference System (HPS).

Moving From Bid Jobs

Quality Control

The Company agrees to post plant wide all Quality

Control - Inspection openings by natural work groups. Quality Control - Inspectors will be allowed to bid on opportunities outside of their current natural work group after the Team-to-Team Transfer Book has been exhausted.

Relief

Relief employees will be allowed to bid on relief opportunities in other departments.

Repair

Repair job openings will be bid separately for Shop Repair, Line Repair, Body Repair, Paint Repair and Pre-Delivery Paint/Metal Repair. Employees in one repair group will be allowed to bid into other repair groups. However, all employees eligible to bid on PreDelivery Paint/Metal Repair openings will be tested for qualifications and only qualified candidates will be accepted.

After the names have been submitted, the Company shall notify the successful bidder of their selection within five (5) working days following the bid close date and reassign him/her within thirty (30) calendar days of the bid acceptance date. If the selection is not made within five (5) days, the highest seniority employee on the list capable of performing the job will be the successful bidder. The list of bidders may be used for additional openings that occur on the same classification and shift within thirty (30) calendar days of the bid close date. An employee not notified within thirty (30) days after selection will be provided the option to refuse the job bid.

Employees accepted on a bid job will not be permitted to bid on another job for at least four (4) calendar months from the date of acceptance.

After the employee has accepted a job through the procedure described above, if he/she is disqualified or he/she requests to be relieved of the job to which he/she was transferred, he/she shall not have the right to

return to the job he/she left. Labor Relations shall place the employee on available work plant-wide and will be prohibited from further bidding for the period as described above in his/her particular case.

Acceptance Letters:

The Company agrees to provide job acceptance letters via the Hourly Preference System (HPS). The Chairperson or his/her designee will be provided a hard copy of the acceptance letter upon request.

NON-PROMOTIONAL TRANSFERS

When a permanent VAT opening occurs in any production department, the senior employee requesting transfer to that department and possessing the requisite merit and ability will be granted the transfer.

Procedure

Vehicle Assembly Technicians (VAT) will be allowed to transfer under the Non-promotional Transfer Agreement.

Employees may make application for non-promotional transfers on the Hourly Preference System (HPS).

Each employee will be allowed only one active request. The request will remain active until the transfer is complete or removed by employee.

For Vehicle Assembly Technicians, all requests must be on file for 30 days in order for the employee to be eligible for a non-promotional transfer.

When a job leaves a team, the primary operator on that job will be given the opportunity to move to the new team and keep his/her operation. These moves will not be counted against the ten (10) employees per six months department transfer limit.

Each production department will be limited to not more than 10 non-promotional transfers during a

six-month period (January to June and July to December).

The Area Manager will notify the Hourly Personnel Office and the Union as to the number of openings to be filled.

Openings will be filled within 30 days of the selection.

Team to team transfers must be complete before an opening is eligible to be filled for posting as a non-promotional transfer.

Temporary Rates

In the event it becomes necessary for the Company to put into effect temporary classification for vacation, other authorized leaves, or temporary special operations, the seniority employee in the department on the shift/crew affected will be given the opportunity to qualify for placement on such temporary classification.

Temporary inspectors needed in the Quality Control Department will be selected from the Production Department where the opening exists. The most senior VAT in the production superintendent's area who wants the job will be given the opportunity. When inspectors are needed in a non-production department, Labor Relations will meet with the Unit Committee to determine the area from which the temporary inspectors will be selected.

The Personnel Office will provide the Union a list of names of employees on temporary classifications every thirty (30) days if requested. If the Union requests, the jobs will be posted.

If the Company chooses to promote from within rather than hire, Appendix F openings will be posted for the purposes of attempting to find qualified employees.

DURATION OF THE AGREEMENT

This agreement shall become effective concurrently with the effective date of any Collective Bargaining Agreement which replaces the September 15, 2003, Collective Bargaining Agreement and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

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

FORD MOTOR COMPANY Kentucky Truck Plant:	UAW Local 862:
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VEHICLE OPERATIONS DIVISION	REGION #3:
U.S. UNION AFFAIRS:	NATIONAL FORD DEPARTMENT:

TEAM WORK AGREEMENT

It is mutually agreed between the Ford Motor Company, Kentucky Truck Plant, and the International Union UAW Local 862, on October 9th, 2008, that the following provisions will apply to the operation of Teams in the Kentucky Truck Plant.

A) Teams will perform the following functions:

1. Minor maintenance, some examples of which are changing and dressing weld tips, routine hose and pump changes, minor oiling/lubrication, painting, replacing burned out bulbs, etc. (Not applicable to indirect labor.)
2. As a Team, participate in the set-up of the work area to include items such as: stock location, tooling aids, fixtures, and rack locations. In conjunction with the set-up of the work area, Teams will participate in their work allocation/balance process, along with the Union Work Standards, or Health and Safety and/or Ergonomics Committee representative and other appropriate personnel as required. (Not applicable to indirect labor.)
3. Prepare QPS sheets. (Not applicable to indirect labor.)
4. Maintain housekeeping in the Team area. All other areas will be maintained by Plant Services personnel. (Not applicable to indirect labor.)
5. Perform seek and repair functions as required. (Not applicable to indirect labor.)
6. Job rotation frequency will be determined by the members of each Team. However, the Team is responsible for maintaining versatility and maintaining operations.
7. Perform statistical process control (SPC) including data gathering associated with product quality and dimensional control for the team.

Utilize the problem solving 8-D process.

8. Team will employ problem-solving techniques to resolve work related issues.
9. Maintain Team records to include: Overtime equalization, vacation schedules, posting daily report of time, training, personal time off, ability rate progression certification/re-certification and versatility.
10. Participate as partners in identifying Team training needs and developing and implementing training programs to meet these needs.
11. Participate in meetings. Employees will be paid for hours on Company time consistent with the provisions of the Master Agreement
12. The Team will work with the Union and Company Health and Safety Representative or Ergonomics committee to ensure that safe work practices are followed.
13. Teams will generally consist of between ten (10) to fifteen (15) members and be organized in line with geography and natural work content. Where geography or natural work content indicates a Team could have more or less members, the Company and Union will review the circumstances to determine the best operational solution.
14. Management and the Union fully support world-class quality. Teams will have the authority to utilize the stop button process to ensure a quality product leaves their area. (Not applicable to indirect labor.)
15. When a team takes seniority into consideration, plant seniority date will be utilized.
16. With the full support of Management, Teams will be responsible for identifying/scheduling training within the Team.

17. The team will elect a Team Leader who will perform the Team Leader functions and responsibilities listed in this agreement. A team leader who fails to fulfill their functions and responsibilities can be replaced by the team.

B. Team Leader- Responsibilities and Tasks

Key Responsibilities:

1. Accountable for operational and administrative aspects of the Team, including progress toward quality and production goals, shift start up, job rotation, overtime, vacation scheduling, personal time off, record keeping, Team training progress, safety and housekeeping. (Not responsible for employee discipline nor for authorizing hours of pay.)
2. Communication liaison between Team members and other internal and external support functions.
3. Plan, organize, and facilitate meetings to resolve quality, competitiveness, and production-related issues in the spirit of continuous improvement.
4. Support implemented Lean Manufacturing Principles (FPS or its equivalent).

C. Team Leader - Representative Tasks:

1. Plan, schedule, and facilitate meetings.
2. Facilitate communications between shifts and Teams.
3. Solve problems using authority delegated, consistent with the obligations and responsibilities of this agreement.
4. Plan and coordinate Team activities, ensure proper job rotation.
5. Plan and provide and/or arrange for Team members training (OJT or classroom).

6. Promote safety, quality, and housekeeping.
7. Promote and ensure constant improvement in the Team (e.g., quality, cost, and efficiency).
8. Obtain materials and supplies for the Team.
9. Know all the operations within a Team, provide coverage for Team members who are away from the work area (i.e., absent, relief, emergency, first aid, etc.), and perform other tasks to facilitate meeting Team goals.
10. Maintain Team records such as overtime scheduling/equalization, preventative maintenance, posting daily report of time, training, JSA and OIS sheets, etc, for review and concurrence by the supervisor.
11. Participate in management meetings as appropriate, and communicate the needs of the Team.
12. Participate in the evaluation of Team Members for the purposes of establishing ARPs certification only.
13. Responsible for the well being and performance of the Team to ensure operational effectiveness.
14. Schedule vacation and personal time off in such a way that it does not impair operations. Vacation and personal time off scheduling will be consistent with the operating requirements of the plant.
15. Be responsive to the health and safety of Team members and refer safety and ergonomic concerns to the proper personnel as necessary.
16. Encourage the Team to meet their responsibilities.
17. Promote suggestion process.
18. Other tasks as determined by the Team.
19. Team Leaders in Material Handling, SPC, and Sub-System Specialists may perform the Team

Leader functions in addition to their regularly assigned job.

20. Team Leader shall be responsible for calling maintenance if there is a breakdown and alerting management of the problem.
21. Alert management and/or material handling when stock is low.
22. Maintain the versatility matrix for the team and rotate assignments to ensure team member's versatility.

TEAM LEADER ELECTION GUIDELINES

General

- Two-tenths (2/10ths) will be offered for nominations and elections.
- A Team Leader will be elected from among the team members (one per team).

Eligibility to Vote

- All Team Members are eligible to vote.
- There is no provision for "absentee ballots" (you must be present to vote), however, if a Team Member is on vacation, medical leave or personal leave, etc., he/she may attend the election meeting and participate in the election of the new Team Leader.
- A nominee may vote for himself or herself.
- Team Members on DLO, accepted on openings/bids outside of team, or notified of a shift roll, outside of the team are not eligible to vote in Team Leader elections.
- All "ties" will be resolved in accordance with the Local Seniority Agreement.

Supervisor Vote

Neither the Supervisor nor Committeeperson will vote in the elections of Team Leaders or any other elected positions.

Duration of Assignment

A Team Leader shall be elected for a period of two years. At the end of the two-year term, a Team Leader may be challenged through the election process or permitted to continue to serve by the acclamation of the team.

Termination of Assignment

When the current Team Leader is voted out and/ or removed from the position, he or she shall assume available work within the Team, provided he or she has adequate seniority.

Team Leaders shall not be protected from Shift/Crew preference bumps by eligible senior employees in the same classification in the Natural Work Group for which they are assigned.

Team Leader Accountability

In the event a team leader is not performing the roles and responsibilities as described above. The following Team Leader Deselection Process will be implemented to identify and correct valid Team Leader inefficiencies that are identified by team members and/or the Team Leader's direct supervisor.

1. In the event the team cannot resolve their concern(s) they will first discuss valid concerns with the Supervisor and District Committeeperson.
2. The Supervisor and District Committeeperson

must investigate the concern using the Team Leader Roles and Responsibilities outlined above as a guideline for observation and discuss the corrective action to be taken with the Team Leader if valid concerns are found.

3. If the Supervisor, Area Superintendent, and District Committeeperson do not see improvements within a reasonable amount of time, the concern will be raised to the Area Manager and Bargaining Committee.
4. If concerns remain unresolved, the Labor Relations Supervisor will review the facts and, if appropriate, remove the Team Leader from position.

DURATION OF THE AGREEMENT

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

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VEHICLE OPERATIONS DIVISION	REGION #3:
U.S. UNION AFFAIRS:	NATIONAL FORD DEPARTMENT:

EQUALIZATION OF OVERTIME AND WORK OPPORTUNITY AGREEMENT

It is mutually agreed between the Ford Motor Company, Kentucky Truck Plant, and the International Union UAW Local 862, on October 9th, 2008, that the following provisions will apply to the equalization of overtime and work opportunities in the Kentucky Truck Plant.

Overtime Equalization

1. When, in the judgment of management, a work opportunity is required for a specific area, the regular qualified employees assigned to the area will work such work opportunity. Qualified team members within the areas regularly performing the operations shall work such time. Work opportunities will be equalized among qualified team members.
2. When, in the judgment of management, a work opportunity is necessary and requires less than a full complement of employees within a team, or where special skills are required, the Team Leader or supervisor will develop a list of low houred qualified employees on the team. A management representative and a union representative will review the equalization list and determine who works such time. All overtime assignments are subject to the approval of management. The qualified low houred employee will be given the opportunity to work.
3. Superintendents or their designee will ensure equalization lists are posted and maintained for review by all team members.
4. Superintendents or their designee, the Union representative, and Team members will resolve equalization issues that occur within the team.
5. All work hours paid or refused will be recorded

on the equalization list, which will be posted in a prominent location within each team area. All hours will be recorded on the basis of hours paid, not hours worked.

6. Employees who refuse each work opportunity for any reason shall be charged the number of hours that they would have been paid had they accepted the work providing the work was performed up to a cap of 12.0 hours per day.
7. Employees who are properly scheduled for work (including regular scheduled workdays) and are AWOL (A or T code) will be charged double the number of hours they would have been paid.
8. Hires, rehires, reinstates, and transfers to a team will assume the highest number of hours of anyone within the team unless the high houred employee has accumulated excessive hours as a result of working on special assignment. In such cases, the Superintendent or his designee and the Union Representative will identify the appropriate high houred employee.
9. Employees absent for any reason (including vacation or personal days) except for bereavement, approved military duty, or jury duty will be charged for hours they would have been paid during the period of absence providing the work was performed.
10. Loaned employees will be charged with all hours worked on their equalization list.
11. Hours granted through the grievance procedure will be recorded on the employee's equalization list.
12. Adjustments to the computerized equalization list will be made by Hourly Personnel and Labor Relations office. To be processed, the form must be signed by the Superintendent, Team Leader,

and District Committeeperson.

13. A copy of the computerized equalization list denoting all adjustments will be made available to the District Committee person.
14. The VAT Relief will equalize overtime within the team they are assigned. If imbalances arise between the VAT and the VAT Relief, the Company and Union will meet on the subject to determine the best resolution.
15. Any units off Chassis needing repair work will have this work performed by the Shop Repair. This does not include "no stock" items which are the responsibility of the team which missed the material.
16. Employees on temporary classifications are not entitled to equalize in that classification. If all employees permanently classified on the team are offered the opportunity to work and additional employees are required, the temporarily classified employee may be utilized.
17. All hours worked or refused will be charged in the following manner:
    Example:

8.0 straight time	time charged 8.0 hours
2.0 time & one-half	time charged 3.0 hours
2.0 double time	time charged 4.0 hours

18. With the implementation of the 2007 Local Agreement, all overtime hours will be zeroed out.
19. Employees who refuse the opportunity to work through their lunch periods or breaks will not be charged for this overtime opportunity.
20. Overtime adjustments, except for the vacation shutdown and Christmas holiday periods, must be submitted within thirty (30) calendar days of

the pay ending date of the overtime equalization information that is incorrect.

Overtime adjustments for any periods of downtime of forty (40) hours or more must be submitted within thirty (30) days of the resumption of your crew schedule following this downtime.

21. The following provisions will govern all hours worked associated with FTPM:

    • FTPM work should be separated from the rest of the computerized worklist with a supplemental list just for FTPM within the Department.

    • All work performed in FTPM will be listed and charged on the weekly computerized equalization list.

    • All employees in the affected areas will be allowed to participate under the current FTPM guidelines as outlined in Master and Local agreements.

22. All reasonable efforts will be made to equalize overtime between the crews.
23. When overtime is available for Shop repair operations, the low houred qualified team member will be given the first opportunity. If additional opportunities exist, they will be offered in order to qualified Line repair, qualified Product Specialists, qualified VAT Team Leaders and finally qualified VATs.
24. Product Specialist will be given the first opportunity on repairs and retrofits for all pre-Job #1 units up to 90 calendar days past Job #1.
25. Issues associated with the implementation of the changes impacting the Repair employees will be addressed by the Bargaining Committee and the Human Resources Department.

Regular Day Off Work Opportunities

When it is necessary to work a classification on any crew in excess of employees assigned to that crew. This supplementation will take place in the following manner.

1. The following days of opportunities are available for each crew:
   A - Crew available days or nights are:
   Friday day shift
   OR Friday night shift (OR Saturday day shift in case of a 3 Crew schedule)
   B - Crew available days or nights are:
   Monday night shift
   Sunday night shift OR Monday day shift
   C - Crew available days or nights are:
   Tuesday night shift OR Wednesday day shift
   Wednesday night shift OR Thursday day shift
2. Regular day off work opportunity lists will be developed and maintained each week by Department and Zone by using the overtime report.
3. Each employee will have his/her name listed on a versatility screen. This will ensure his/her ability to perform the available operations.
4. Employees will be selected to work regular day off work opportunity based on our current overtime language.
5. Any employee working a regular day off work opportunity will work only available work and not displace any regular employee assigned to that crew. Should the available work be on a preferred nature (relief inspection, etc.), qualified operators assigned to the crew where the opening exists will fill the opening.
6. Any employee working a regular day off work

opportunity to supplement a crew, will only be allowed to work line time on that crew with that team unless all current crew employees are offered the overtime opportunity first. A regular day off work opportunity employee should not be allowed to work overtime on that crew and displace any employee assigned to that crew's overtime opportunity.

7. Any regular day off work opportunities that are worked or refused will be charged per current local agreement.
8. Any violations of the above guidelines will be subject to the grievance procedure.
9. Cross crew assignments will be reviewed on a weekly basis between the committee person and the superintendent.

These agreements will serve as a living document and any unforeseen problems occurring in administering this document may be addressed in the future by either party.

Work Opportunity Call-Log

To ensure the Company's ability to verify and document whether employees were contacted regarding overtime opportunities to which they may have been entitled, the parties agreed that a "Call Log" will be developed and maintained by each department. The Call Log will verify employee contact information relating to overtime scheduling and will contain the following information:

1. Date called
2. Time called
3. Employee name
4. Comments
5. Person contacted

DURATION OF THE AGREEMENT

This agreement shall become effective concurrently with the effective date of any Collective Bargaining Agreement which replaces the September 15, 2003, Collective Bargaining Agreement and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

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

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VEHICLE OPERATIONS DIVISION	REGION #3:
U.S. UNION AFFAIRS:	NATIONAL FORD DEPARTMENT:

KENTUCKY TRUCK PLANT

Classifications, Groups, and Rate Agreement

Ability Level	Rate	Criteria for Wage Advancement
Level I	$28.125	Entry
Level II	$28.345	Employee demonstrates the ability to perform all tasks on four operations or 33% of the operations on the team – whichever is less.
Level III	$28.555	Employee demonstrates the ability to perform all tasks on eight operations or 66% of the operations on the team.
Level IV	$28.760	Employee demonstrates the ability to perform all tasks on twelve operations or 100% of the operations on the team.

It is mutually agreed between the Ford Motor Company, Kentucky Truck Plant and the International Union UAW Local 862 on October 9th, 2008 that the Vehicle Assembly Technician (VAT) classification with the Ability Rate Progression (ARP) wage structure in the U.S. Assembly Plant Wage Schedule will be applied to the Production Departments of Body, Paint, Trim, Chassis, and Frame The ARP Schedule will also be applied to the following classifications: Material Controller (0501970) in the MP&L department, Customer Acceptance Insp – ARP (0501830) in the Line Inspectors, Stamping Inspectors and Weld Inspectors Natural Work Groups, Customer Assurance Repair – ARP (3800270) in the Final, PreDelivery, Body and Paint departments, Stamping Technicians (5905110) in Stamping and Metal Finisher – ARP (4100150) in the Body department.

VEHICLE ASSEMBLY TECHNICIAN

The wage rate for this classification will be the following multi-level Ability Rate Progression Schedule with employees receiving rate adjustments based on a demonstrated proficiency in performing the tasks assigned to each work team.

ABILITY RATE PROGRESSION (ARPS) SCHEDULE

Employees assigned to a work team that includes work of the Dinger-Painted Body Sheet Metal classification who are performing such dinger work will be paid $28.895 if they have demonstrated the ability to perform all tasks on all other operations in the team.

Team members' wage advancement will be based on (1) certification by the Team Leader that the criteria for the next ability level has been completed, and (2) the subsequent review and concurrence by the appropriate management and union representatives.

Employees loaned outside of their assigned team will receive Ability Rate Progression Schedule (ARPS) credit for jobs which the employee demonstrates proficiency and obtains certification. The employee's Team Leader should add such jobs to the employee's ARPS versatility sheet. The employee's immediate supervisor should enter the job into the versatility records system.

Employees hired, rehired, or transferred into the Kentucky Truck Plant will start at Level I, and their ability level rate will be subject to the provisions of Article IX, Section 2 (d), Hiring-in-Rates of the Ford-UAW Collective Bargaining Agreement.

Employees who bid into Relief classifications to which the ARPS schedule applies will start at Level 3 of the ARPS unless they are already at Level 4. They will be allowed to learn additional jobs to advance to the top of the ARPS.

Additionally, the Team Leader pay rate premium above the Ability Rate Progression level achieved within the work team will be applicable to employees performing the broad scope of team leader functions and duties (see Exhibit attached for key responsibilities and representative tasks) for an identifiable work team in the above cited departments. It is not intended to cover employees who may perform a few of the leader duties but who do not have overall responsibility for leadership and performance of their work team.

Team Leader will be paid a Team Leader rate premium at the time of entrance to the position. A team member leaving the leader position will have their rate adjusted to the rate level achieved under the above Criteria for Wage Advancement.

It is understood that employees except Team Leaders, who transfer among teams will retain their current rate in the new team, provided they make satisfactory progress toward qualifying for such rate in their new team. Team Leaders will not transfer among teams in the leader position, but will transfer as team members.

It is further agreed that the application of the Team Member classification and Ability Rate Progression will not serve as the basis for a request to adjust the rate of any other classification.

There will be occupational groups consisting of classifications of similar work and includes classifications requiring varying degrees of skill, training and experience as hereinafter provided.

General rate increases effective: 11/19/07

PRODUCTION GROUP

DESIGNATED

Dinger	3800960	$28.895
Customer Assurance Repair	3800260	$28.480
Customer Assurance Repair–ARP	3800270	$28.480 – 28.760
Customer Assurance Repair – ARP Tm Ldr	3800277	$29.125 - $29.405
Customer Acceptance Insp.	0501800	$28.480
Customer Acceptance – ARP	0501830	$28.480 – 28.760
Customer Acceptance Insp – ARP Tm Ldr	0501837	$29.125-29.405
Paint Solution/Process Equip	4300550	$28.375
Paint Mixer	4300320	$28.240
Behr Opr	4300910	$28.760
Product Spec. Utl	5800319	$28.480
CAI - Utl	0501809	$28.590
Metal Finisher	4100140	$28.375
Metal Finisher – ARP	4100150	$28.375 – 28.760
Metal Finisher – ARP Tm Ldr	4100157	$29.020 – 29.405
Door, Deck, Hood - Fit & Adjust	3801530	$28.375

UNDESIGNATED

VAT	5904200	$28.125 – 28.760
Vehicle Assy Tech Leader	5904209	$29.400
Stamping Tech.	5905110	$28.125 – 28.895
Stamp Tech Ldr	5905119	$29.530

EMPLOYEES HIRED after 9/29/03 Contract LEVELS 1 - 4:

100%(156+)	95%(131-156)	90%(105-130)	85%(79-104)
$28.125	$26.820	$25.515	$24.210
$28.345	$27.025	$25.710	$24.395
$28.555	$27.225	$25.900	$24.575
$28.760	$27.415	$26.080	$24.745

80%(53-78)	75%(27-52)	70%
$22.905	$21.600	$20.295 (Level 1)
$23.080	$21.765	$20.450 (Level 2)
$23.250	$21.925	$20.600 (Level 3)
$23.410	$22.075	$20.740 (Level 4)

EMPLOYEES HIRED - 9/20/99 -9/29/03

100%(156+)	95%(131-156)	90%(105-130)	85%(79-104)
$28.125	$26.920	$25.715	$24.510
$28.345	$27.125	$25.910	$24.695
$28.555	$27.325	$26.100	$24.875
$28.760	$27.515	$26.280	$25.045

80%(53-78)	75%(27-52)	70%
$23.305	$22.100	$20.895 (Level 1)
$23.480	$22.265	$21.050 (Level 2)
$23.650	$22.425	$21.200 (Level 3)
$23.810	$22.575	$21.340 (Level 4)

STAMPING TECHNICIANS

EMPLOYEES HIRED after 9/29/03 contract

100%(156+)	95%(131-156)	90%(105-130)	85%(79-104)
$28.125	$26.82	$25.515	$24.210
$28.240	$26.925	$25.615	$24.305
$28.480	$27.170	$25.845	$24.520
$28.590	$27.270	$25.940	$24.610
$28.895	$27.560	$26.215	$24.870

80%(53-78)	75%(27-52)	70%
$22.905	$21.60	$20.295 (Level 1)
$22.995	$21.685	$20.375 (Level 2)
$23.195	$21.870	$20.545 (Level 3)
$23.280	$21.950	$20.620 (Level 4)
$23.525	$22.180	$20.835 (Level 5)

EMPLOYEES HIRED 9/20/99 - 9/28/03

100%(156+)	95%(131-156)	90%(105-130)	85%(79-104)
$28.125	$26.920	$25.715	$24.510
$28.240	$27.025	$25.815	$24.605
$28.480	$27.270	$26.045	$24.820
$28.590	$27.370	$26.140	$24.910
$28.895	$27.660	$26.415	$25.170

80%(53-78)	75%(27-52)	70%
$23.305	$22.100	$20.895 (Level 1)
$23.395	$22.185	$20.975 (Level 2)
$23.595	$22.370	$21.145 (Level 3)
$23.680	$22.450	$21.220 (Level 4)
$23.925	$22.680	$21.435 (Level 5)

MATERIALS
DESIGNATED

A-1 Stock Status Control & Follow Up – Material Handling	1701540	$28.375
A-1 Checker Assembly Stock	0500130	$28.480
A-1 Checker – Shipping	0500300	$28.240
A-2 Material Controller	0501900	$28.375
A-2 Material Controller – ARP	0501970	$28.375 – 28.760
Material Controller – ARP Tm Ldr	0501977	$29.020 – 29.405
A-2 Driver Side Loader	0500090	$28.375

PRODUCTION CONTROL GROUP
DESIGNATED

Stock Status Control & Follow Up – General Store	1701540	$28.375
Clerk – Schedule	0800410	$28.375

These classifications shall be separate from each other, and employees on these classifications do not exercise seniority among the four classifications.

PLANT SERVICES GROUP

DESIGNATED

Lye Tank Operator (Kolene)	5300260	$28.480
Spraybooth and Duct Cleaner	2300080	$28.240
Industrial Tow Tractor Operator	5200370	$27.945
Industrial Lift Truck Operator	5200360	$28.200

UNDESIGNATED

Cleaner – General	2300070	$27.610

NATURAL WORK GROUPS

This is to confirm our understanding that the Kentucky Truck Plant will be divided into Natural Work Groups that represent transferable or comparable skills. The composition of these Natural Work Groups will be reviewed with the Union as the groups are finalized.

During the course of 2007 local negotiations, the parties discussed the issue of Natural Work Groups. Based on those discussions, the parties agreed to reaffirm and publish the existing Natural Work Group configuration for Kentucky Truck Plant. They are as follows:

Production:

- Body Shop
- Paint Shop
- Engine Line and Tire Area
- Frame Line and IPF
- Chassis Lines
- Trim Shop
- Pre-Delivery

Repair:

- Shop Repair
- Body Shop Repair
- Pre-Delivery Paint/Metal Repair
- Line Repair
- Paint Repair

Stamping:

-Stamping Facility

Quality Control:

- In System Inspectors (Line)
- Sub-system Specialists

  (The present list includes: Static & Dynamic–Stationary, Static & Dynamic-Drive, Wind, Water, Squeak & Rattle, Chip & Scratch, Nova-C, M-10, Alignment, Export Auditor, Smoke Test,

Aachen Head, and Government Regulations)
- Stamping Inspectors
- S.P.C. Specialists
- TPPS (bid as permanent)
- Incoming Quality
- Torque
- Weld Inspectors
- ISO Auditor
- QLS Administrator

The parties agree that ten (10) Natural Work Groups will be recognized within the Customer Acceptance Classification for job posting and shift preference.

DURATION OF THE AGREEMENT

This agreement is signed subject to the approval of the National Ford Department of the UAW and the Labor Affairs Planning, Arbitration and Wage Administration Department, Employee Relations Staff of the Ford Motor Company.

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MISCELLANEOUS AGREEMENTS

It is mutually agreed between the Ford Motor Company, Kentucky Truck Plant, and the International Union UAW Local 862, on October 9th, 2008, that the following provisions will govern crew preference in the Kentucky Truck Plant in accordance with Article VIII, Section 28 of the Master Agreement.

PAY PRACTICES

Supervisors' Responsibilities

There should be no payroll shortages under the TWOS System when the parties perform the tasks required. The following guidelines listed are mandatory in order to ensure the fewest problems with employee pay.

1. Under normal operating conditions, the Daily Record of Time (DROT) will be posted within one (1.0) hour of the shift start-up in an area that is visible and accessible to all employees in the area. In addition, skilled trades DROT's will be posted in the maintenance cribs as specified by the skilled trade committee person.
2. Employees must check their DROT for the previous day and report any discrepancies to the Supervisor prior to the end of the shift.
3. Supervisors will examine the DROT for miscoding, wrong hours, etc., and take action to resolve these items.
4. The home "DROT" Supervisor has the responsibility to resolve any shortages or discrepancies if an employee is borrowed or loaned. Each Supervisor will be responsible to see that payroll related discrepancies are corrected on a timely basis.
5. Proactive steps will be taken to emphasize management's responsibility to insure that employees who have pay shortages will be addressed

immediately. Supervisors will properly process shortages, including adjustments of pay rates, and make employees' checks available either by direct distribution or by turning over to the Security Department as the paycheck distribution policy states. Supervisors' failure to comply with this policy should immediately be brought to the attention of the Labor Relations Supervisor.

Paycheck Distribution Process

1. ALL hourly paychecks will be available for pick up by each department Wednesday afternoon at 2PM. The checks will be available in the Controller's Office and will be sorted by area by crew/shift. Each area will be required to sign for their paychecks.
2. Each area (Body, Paint, Final, Pre-Delivery, Maintenance/Plant Services, and Material Handling) should send a designated paycheck custodian to the Controller's Office at 2PM each Wednesday to pick up ALL paychecks for their area. The custodian will sign the master sign out sheet as the checks are picked up from the Controller's Office. This will give each area time to pull checks for those employees who will be on vacation or excused absence on their regular payday. "F" Crew maintenance employees should be paid Wednesday.
3. WEDNESDAY NIGHT each area should ensure all paychecks are secured in a locked cabinet overnight.
4. THURSDAY MORNING the "A" crew should be paid no later than two hours into the regularly scheduled shift.
5. If a "B" crew employee's paycheck cannot be

found the supervisor should notify the employee of the situation and the steps he/she is taking to locate the paycheck. If the check cannot be located by Thursday, 8:00 PM the area superintendent should submit a written request to payroll for a replacement check.

6. THURSDAY NIGHT the "B" crew should be paid no later than 90 minutes into the regularly scheduled shift. Any #1 and #3 shift traditional employees should also be paid Thursday night no later than 2 hours into the shift.
7. THURSDAY NIGHT all undelivered paychecks for crews "A", "B", #1 shift and #3 shift should be turned into security as unclaimed pay. "C" crew /#2 shift checks should be retained in the areas overnight for Friday payoff. The paychecks should be secured in a locked cabinet overnight.
8. FRIDAY MORNING the "C" crew should be paid no later than 2 hours into the regularly scheduled shift . The traditional #2 shift employees should also be paid Friday morning.
9. FRIDAY NIGHT any remaining undelivered hourly paychecks should be turned into security as unclaimed pay. Security will maintain one alphabetical file of all unclaimed pay. Each week the Controller's Office will collect all hourly paychecks over 30 days old and effect disposition.

Pay Days

The A-Crew, B-Crew, #1 shift and #3 shift employees in addition to employees scheduled Monday through Thursday on a 4x10 schedule will be paid on Thursday of a normal workweek. Likewise, C-Crew and #2 shift employees will be paid on Friday of a normal week.

Upon request, an employee who has a valid leave of absence form properly signed by his/her supervisor and authorized to be away from work will receive his/her regular paycheck earlier, if available.

When the plant is to be shut down for vacation, employees will have their vacation checks available on their current shift on the last scheduled day of work.

Pay Shortages

When an employee discovers a pay shortage of one or more hours, he may request payment of such shortage. His supervisor will initiate a request, before the lunch period, which will be authorized and signed by the production manager or department manager and it will be submitted to the Payroll Coordinator. As in the past, the payment will be made on their regular payday.

Payroll Availability During Night Shift Production Hours:

To address the Union concern over the availability of Payroll services for the night shifts, the Company agrees to develop an on-call process to be used during the first 3 hours of the night shift on Thursday nights in order to provide an emergency paycheck to employees as required for any critical pay issues. In addition, under normal operating conditions, the Company will endeavor to distribute hourly paychecks to the B-Crew within the first 90 minutes from the start of the production shift.

VACATIONS AND PERSONAL LEAVES

Personal Leaves Of Absence And Vacation

Kentucky Truck Plant will apply the provisions for personal leaves of absence contained in the Master Agreement in accordance with 3-Crew Agreement, and a written form will be utilized to implement the procedure.

Personal Leave Procedure

The following procedure is established in accordance with the provisions of Article IX, Section 25(c) of the Master Agreement:

Every supervisor will have a calendar on which he/she will denote any requests that he/she received from his/her hourly employees to be off during a scheduled workday, the first and last days of each crew included. Days off will be handled on a first-come basis, but will not be accepted more than 30 days in advance of the requested day off.

The supervisor will write the employee's name and identification number on his/her calendar on the date the employee desires to be off from work. At the same time, employee form "Request for Planned Day Off with Pay" will be processed. Failure to respond to the employee's written request not later than two (2) scheduled working days after the day the request is made will automatically excuse the employee's absence.

The supervisor will review the requested days with the Superintendent's designee. The Superintendent's designee will enter each request on a master calendar, which will be retained in the superintendent's office. If approved, he/she will so note on the calendar.

As soon as the decision is made, the supervisor will be told so that the hourly employee can be advised of the decision as soon as practicable.

Employees with excused absence time remaining will take precedence over employees with no personal time remaining regardless of seniority.

In case of two or more requests being submitted on the same day, the senior employee will be awarded the day off.

After the hourly employee has been informed that his/her request has been granted, it will not be canceled without the concurrence of the hourly employee

in writing.

At the end of each month, the Superintendent's designee will submit the prior month's master calendar and the supervisor's copies of the disposition of "Request for Planned Day Off" with Pay form to the department manager who has the responsibility to assure this procedure for obtaining a day off is an effective, working procedure.

The continuing success of the "Excused Absence Payment Allowance" program depends upon a realistic approach to scheduling days off.

The supervisor must be able to manage his/her work force by developing versatility among his/her operators so that an absent employee's job can be covered with a minimal loss of efficiency, and the superintendent is expected to maximize the number of scheduled days off in his/her department by providing a back-up operator to the supervisor who encounters difficulty in covering for any scheduled absent employee.

Under normal working conditions, it is agreed that limits will be established for personal and vacation days throughout the plant. The number of personal days to be granted on a departmental base shall be set at 4.5% of the agreed upon working plan number under normal working conditions, not to exceed 2 employees per team. This number shall be considered a minimum and further assumes that at least that number of requests have been received by management.

Vacation

In order to more effectively manage the headcount, vacation days will be scheduled according to the following formula: the total available vacation days will be determined for the entire calendar year. This total will then be divided between the number of scheduled workdays. The result of this calculation will be estab-

lished as the number of vacations that can be scheduled. This provision excludes the normal summer downtime period.

The intent of this agreement is to provide stability in the workforce and allow employees to better schedule time off and achieve more uniformity in available workforce levels. Plant management's ability to successfully implement this agreement will depend on employee presenteeism.

The following procedure will apply toward vacation scheduling:

1. During January of each year, employees with at least 100 hours of vacation will be given the opportunity to schedule one full week of vacation.
    a. Seniority will be the determining factor when multiple requests for the same time period are submitted within any one department.
    b. Employees will be notified by the third Monday in February if their seniority-based vacation time-off request has been approved.
    c. All employees must reserve 80 vacation hours for summer shutdown, however if an employee only has 20 vacation hours remaining, these hours may be combined with 20 hours of their Excused Absence Allowance (EAA) hours in order to schedule a full work week off.
2. Remaining vacation requests shall be scheduled and approved on a first come, first serve basis. In case of two or more requests being submitted on the same day, the senior employee will be awarded the day off.
3. The requests for vacation time will be granted

provided it does not exceed the number of vacations that can be scheduled.

4. Each supervisor will be provided with a calendar for each month of the year to record management approved time off requests for vacation.

EMPLOYEES REPORTING LATE TO WORK

This will confirm the Plant's practice that an employee reporting to work within the first hour after their scheduled starting time is put to work and carried "L" for the time he or she was not on the job.

CHANGING SCHEDULED BREAK/LUNCH PERIODS

Except in emergencies, an employee's regular lunch period shall not be advanced or delayed by more than one hour unless the employee agrees to such change. Employees will not be sent to break early unless it is truly an emergency. Management will be re-instructed as to what constitutes a true emergency. A ten (10) minute breakdown will not be considered an emergency under normal operating conditions. Management will notify the Union in advance of early breaks/lunch, including the reason and time for the unscheduled change. Management agrees to not reschedule more than one (1) break or lunch period during a scheduled shift/crew. The break or lunch will not start until the next tenth of the hour after the advance notice to the Union. A more detailed explanation will be provided by the Area Manager during the next scheduled Blue/White Meeting. Top management will regularly monitor this activity to assure adherence to this agreement. Any issues that result from the application of this provision will be discussed by the Building Chairperson and HR Manager.

CHANGING SHIFT STARTING TIME

In the event it becomes necessary to change the starting times within shift hours of some employees within a classification performing similar work within a department from the regular starting time of employees within that same classification and department performing similar work, other than sporadic assignments, consideration will be given to request for starting time changes in making the assignment providing it does not interfere with efficiency of operations.

In the event that some employees have a complaint with reference to the above subject, the district committeeperson may register the complaint to the Supervisor of Hourly Personnel and Labor Relations for immediate investigation. If the employee in question is qualified, assignments to the contrary will be readjusted.

C-CREW SCHEDULE WHEN HOLIDAY FALLS ON MONDAY

Barring unforeseen circumstances, the C-crew work schedule will be changed from #3 shift to #2 shift on Sundays when the following Monday is a holiday, in line with the Letter of Understanding dated February 21, 1998, entitled Alternate Work Schedules – C-Crew Shift Switching.

SCHEDULE BOARDS

Schedule Boards for posting hours will be provided.

SHIFT SCHEDULE/WORKING HOURS & QUITTING TIME

During local negotiations the parties had a detailed discussion relative to the notification of shift working hours. The Union's concern was to provide employees with as much notice as possible to allow employees to

plan their exit. The plant management team shares the Union's concern and in this spirit the Company will take additional actions such as reviewing the required schedule with first line supervisors, as early as possible. Under normal operating conditions, employees will be given notification no later than one hour after the end of the scheduled lunch period as to their scheduled quitting time. In areas that have tag relief, line time will be set thirty minutes after the scheduled lunch period given normal operating conditions. Once employees have been notified of the quitting time, the time will not be increased unless a breakdown of at least twelve (12) minutes or longer occurs.

PREPARATORY TIME & ENVIRONMENTAL RELIEF

Paint Sprayers (enclosed in booth) will be allowed 18 minutes of preparatory time and will continue to receive ten (10) minutes relief per hour.

DOWNTIME INFORMATION

The Company recognizes the Union's right and need to have access to accurate and timely information regarding production downtime. Therefore, the Company agrees the Union may obtain official information on product downtime by contacting the individual designated by the department Area Manager or by utilizing a system approved by management. Any failure to provide accurate and timely information should be immediately referred to the Labor Relations Office.

TEMPORARY LAYOFF

In the event of a temporary layoff and the Company has sufficient advance notification; the inverse seniority provision of the Master Agreement will be implemented.

ABSENCE REPORTING

Employees returning from an unexcused absence MUST clear through the Hourly Personnel office PRIOR to reporting to their work assignment and obtain a signed Return To Work slip from a Labor Relations representative. Employees returning from a medical leave of absence will be required to report to Labor Relations and Medical in advance of their return to work to ensure they are available for work at the start of their respective shift.

It is understood that some employees may be reluctant to disclose personal or sensitive information at the Hourly Personnel counter regarding the details of their absence. In such instances, an employee may request a confidential discussion with the Labor Relations representative (and Union representative if so desired) to review the circumstances pertaining to an absence.

This policy applies to all employees who are absent a full day as well as employees leaving the plant on passes through either Labor Relations or the medical office after the start of the shift.

It may be necessary for you to be absent from work sometime. If you know in advance, you should request permission for the necessary time off from your supervisor. In addition, employees who are absent for any reason must contact the Absence Call-in Line 1-866-893-0576 and report their absence at least fifteen (15) minutes prior to the start of their scheduled shift.

LEAVING THE PLANT DURING PRODUCTION HOURS

Absenteeism for a full day or a partial day has a harmful impact on product quality, cost control, plant efficiency, and the morale of the employees whose job assignments may be disrupted due to the absence of other employees.

The company and union realize that a vast majority of the employees are conscientious and take their attendance obligation very seriously. It is an employee's obligation to report to work on time and remain for the entire schedule unless prior arrangements to be excused during the shift are made through the supervisor.

In many ways, unexcused absences during the shift are more harmful than if the employee is absent the entire day. Supervision makes manpower plans based on the employees who are present at the beginning of the shift. Employees above the required working numbers are loaned out to others departments or allowed to go home or "flip out". However, when someone chooses to leave during the shift this requires supervision to rearrange manpower, cancel training, or even place team leaders on jobs just to cover production.

There are three main reasons why employees leave work during the shift, personal business/appointments, personal illness, and outside emergencies. The three crew work schedule provides additional opportunities for employees to handle personal matters during non-work hours. Therefore, employees should endeavor to schedule personal appointments, doctors visits, etc., on their regular day off whenever possible.

We realize that with personal illnesses it may be hard to determine whether the employee will be able to work, however, we expect the employee to use good judgment. Many times an employee will report to work fully aware he/she will be unable to work in an attempt to avoid an absence. To avoid these instances, the company will assess discipline in those instances when an employee leaves during the shift and fails to properly document the medical need to leave work during the shift.

Employees who claim an inability to work due to a medical problem will be directed to the company medical facility for an evaluation. Each medical case will be

handled on its own merits. Management will review the circumstances of each case and direct the employee accordingly. The medical staff may be able to treat the employee, cover the employees absence if warranted, allows the employee to see his/her treating physician the following day due to office hours, or require the employee to seek immediate medical attention, including urgent care or emergency room.

We recognize that there are other family emergencies that may arise during an employee's working hours and have provided an "Emergency Call Procedure" through our Security Office. If the nature of the emergency requires that an employee leave work he/she should first request that the supervisor excuse him/her. If the supervisor is unable to cover the employee, then the employee will be allowed to report his desire to leave through Labor Relations. Labor Relations will issue a pass for the employee to leave, documenting the date, time, and nature of the emergency, and then require the employee to provide documentation of the necessity to leave during the shift prior to returning the work. Labor Relations will evaluate the situation at that time.

HOURLY PERSONNEL AVAILABILITY

The Company agrees to provide Hourly Personnel coverage during all production shifts. It is understood that during the course of business, the Labor Relations representative may be called away to perform duties outside of the Hourly Personnel office. While it is not practical or cost effective to staff an additional person for the sole purpose of handling these contingencies, the Company will develop an employee self-serve station whereby employees will be able to complete and submit routine Hourly Personnel transactions 24 hours a day.

In addition, core Hourly Personnel hours will be posted to ensure that assistance is available in the Hourly

Personnel office for employees needing to transact more than routine hourly personnel business.

CHANGE OF ADDRESS

It is important that your personnel record with the Company and the union be accurate at all times. Any change in address or telephone number should be reported in person to the hourly personnel department, or submitted on Hourly Personnel System (HPS).

LEAVE OF ABSENCE: PERSONAL

You may obtain a personal leave for compelling reasons (other than personal illness or injury) for a period up to 30 days, if you can be spared, by making a request with your supervisor. The request must be approved by him/her in order to be valid. Such leave may be extended upon approval of the Employment Office.

MEDICAL (CONDITIONAL)

An employee who is unable to work because of injury or illness, of three or more days, and who furnishes satisfactory evidence thereof, shall be granted a conditional medical leave. Such a leave can only be obtained from the Employment Office. We suggest that you protect your seniority by obtaining a conditional medical leave by notifying the Employment Office by (1) personal visit, (2) telephone (area code 502-429-2241), (3) letter or (4) notification by agent. All employees that are absent due to illness or injury or who have been issued a conditional medical leave must report to the Employment Office before reporting to the job. The Employment Office (1) will expedite your return to work through the medical section for verification of your ability to return to work, and (2) will also make arrangements for the issuance of your return to work slip. Contact the Union for additional

information: 241-9491 or 429-2688.

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

LOSS OF SENIORITY

(Seniority) shall be broken for the following reasons:

1. QUIT

If the employee quits.

2. DISCHARGE

If the employee is discharged and the discharge is not reversed through Grievance Procedure.

3. ABSENT FROM WORK

If a seniority employee with less than six months' seniority is absent for three (3) working days without properly notifying the Company and giving a satisfactory reason for his/her absence, unless it is not possible him/her to do so.

4. FAILURE TO REPORT

If the employee does not, within five (5) working days (excluding regular days off and Holidays) after notice to report has been sent to him/her, either report for work or give a satisfactory reason for his/her absence, unless it is not possible for him/her to comply with either of these requirements; and provided at least ten (10) working days have elapsed since his/her last day worked.

Such notice will not be sent where a medical leave has been issued to cover an employee's disability for a specific extended period of time based upon a medical examination by the plant physician or when an employee on conditional medical leave provides medical evidence found acceptable by the plant physician.

Medical leaves will not be cancelled except in unusual

situations such as suspected abuse of the medical leave provision.

In cases where conditional or approved medical leaves of absence have expired, the Company may send a notice to report.

Such notice shall be sent by certified mail with return receipt to the employee's last known address according to the Company's records, and except in cases of recall, the notice shall be substantially in the form set forth in Appendix B*, attached. The date on the notice shall be the same date the Post Office receives the notice for mailing.

Disputes as to the Company's failure to observe the procedural requirements of this provision, (e.g. timeliness of notice and transmittal to proper address) and the reasonableness of the employee's failure to respond to a notice where his/her period of absence can be justified are subject to the regular Grievance Procedure.

A copy of the notice to report sent an employee will be furnished promptly to the Chairperson of the Unit Committee and to a Unit Committeeperson, designated by the local parties concurrent with the mailing of the notice. An attending Physician's report (Form 5166) will be included with the Notice sent upon the expiration of an approved medical leave. However, failure to furnish a copy to the Chairperson of the Unit Committee and to the designated Unit Committeeperson or failure to include a Form 5166 with a Notice will not be the basis for any claim.

5. DISABILITY SETTLEMENT

If a settlement with the employee has been made with the approval of the Union for total disability.

6. CONTINUOUS UNEMPLOYMENT

For employees hired subsequent to June 20, 1941, who are continuously unemployed by the Company for a period of time equal to the Company seniority but in

no case less than eighteen (18) months.

For employees who have not broken seniority as of March 1, 1982, the period of time shall be not less than the following: for employees with less than one year seniority, eighteen (18) months; for employees with one year but less than two years seniority, thirty-six (36) months; for employees with two but less than three years seniority, forty-eight (48) months; for employees with three but less than four years seniority, sixty (60) months; for employees with four but less than ten years seniority; for a period of time equal to their Company seniority plus twelve (12) months; and for employees with ten but less than eleven years seniority, not less than one hundred and thirty-two (132) months.

MEDICAL FACILITY MANNING

The Medical Department will be adequately staffed and kept open during the full production hours. Coverage at other times will be determined through the judgment of the Plant Physician and the Human Resource Manager with due consideration to the type of work to be performed and the number of employees scheduled to work at any given time. This decision will be made known to the Local Unit Chairperson who may discuss it with the Human Resource Manager.

A comprehensive first-aid course has been given to all Plant Security supervision who are required to work the off-shifts. In addition, rescue breathing instructions will be given to appropriate hourly and salaried employees on the #1 shift.

All supervisors will be given detailed instructions in a training session as to the emergency services available, the procedures to be followed in cases of emergency and the overall need for prompt, sound decisions in these instances.

In those instances when the hospital is not open, the

following procedure will be in effect:

A. Signs will be placed on each hospital door directing employees seeking first-aid attention to the Security Office.
B. A determination will be made at that time as to where the required treatment will be given. This decision will be implemented as quickly as possible.
C. If any employee is physically unable to report for treatment, personnel will be dispatched to pick up the employee.
D. An in-plant ambulance properly equipped with oxygen and other equipment recommended by the Ford Medical Director will be maintained and utilized when this decision appears to be the most prudent course to follow.
E. When ambulance service is required, the Louisville Metro Police will be called in the first instance. Back-up service will be provided by one or more commercial ambulance services. This service includes trained personnel, oxygen, and other equipment necessary to provide efficient and effective emergency service.

Complaints concerning the administration of the above may be brought to the attention of the Human Resource Manager.

MEDICAL PASSES

The Company will provide arrangements to give adequate and responsible prompt relief for hospital and emergency cases.

JOB PLACEMENT PROCEDURE/GUIDELINES PROCEDURE:

This procedure is intended to assist employees and their supervisors in job placement.

1. Employee receives medical restriction(s) from the Medical Department
2. Employee can no longer perform his/her current job
3. Employee is sent to the Labor Relations for the Job Placement Form
4. Employee and Supervisor attempt to place employee within their team and/or Department
5. Employee identifies at least 3 jobs he/she believes may accommodate their restriction(s)
6. Employee is unable to be placed within the Team, Department, or Natural Work Group (list of jobs exhausted)
7. Employee and Supervisor sign off on form and employee is sent to the Superintendent
8. Superintendent attempts to place employee, if successful, signs form with employee
9. Superintendent is unable to place employee, Employee and Supt. sign off on form and notifies the affected department in which the employee will be searching for jobs
10. Employee is sent to Area/Crew Manager for placement
11. Manager successfully places employee, Manager and employee sign form.
12. Manager cannot place employee and signs form with employee, refer employee to Labor Relations for placement
13. Labor Representative sign form and indicate on the form NWA Leave or placed on job.

GUIDELINES:

- Employees must first search for a job within their team, department, natural workgroup, and then Plant-wide.
- Job placement is dependent on three factors:

current restrictions, seniority, and/or contractual provisions

- Employees will be paid through the end of shift (if necessary) to locate potential jobs for placement.
- At some point during the job review stage, it may be necessary to involve the Medical Department and Labor Relations when there is a disagreement over whether or not a job meets an employee's medical restrictions and/or contractual provisions.
- Restricted employees should not replace other restricted or permanently medically placed employees already placed on a job
- Bid jobs will not be utilized for job placement.
- Pre-delivery department jobs will not be utilized for job placement.

SAFETY GLASSES

In order to help achieve full compliance with the plant's eye protection program, the Company agrees to maintain a stock of safety glasses for employees who require smaller sizes. Prescribed lenses will be provided in accordance with the Company Prescription Safety Eyewear Program.

FOUL WEATHER GEAR

Foul weather gear will be provided during periods of inclement weather for employees required to work out-of-doors. A place will be designated for employees to obtain such gear as the need arises.

During inclement weather, those employees assigned outdoors with no prior notification who are not suitably dressed will be provided appropriate protective clothing as required.

GLOVES

On those operations that are authorized gloves, it is the Company's obligation to furnish gloves of the proper type and in condition to afford the protection intended. All members of supervision will be instructed that in the event they are supplied gloves which do not meet the above requirements, such gloves shall be replaced upon request.

COVERALLS

Coveralls shall be repaired and in wearable condition when issued to employees.

FANS/DRINKING FOUNTAINS

A Joint Committee will be formed by February 1 of each year to investigate and provide a list of all non-functioning fan related problems by March 1 of each year. This list of concerns will be reviewed and every reasonable effort will be taken to resolve the issue no later than May 15 of each year. Under normal operating conditions, repairs to fans and water fountains will be accomplished within 15 days.

RESTROOM CLEANING

Restrooms will be thoroughly sanitized twice per year as required. The cleanings will occur by the end of July and December unless already completed at a mutually agreeable time.

SPEED LIMIT IN PLANT

The Union and Company fully support the provisions established under P.M.H.V. and endorse efforts to maximize the safety of all KTP employees. Therefore, the Company will effectively monitor and enforce the plant's established 5 mph speed limit.

ENCLOSED CABS

Enclosed cabs will be made available for tow-tractors and forklifts used extensively out of doors.

AUTOETTES

Instructions will be issued to drivers of autoettes that they are to carry no more passengers than the vehicle is designed to carry.

OPERATION OF POWER EQUIPMENT

Unsafe power equipment must be taken out of service. Employees must insure that the following items are not unsafe or inoperative before starting work with their vehicle; a light, horns, seats, brakes, steering, etc. If any of these items are found to be defective, they should be reported to the supervisor immediately. The operator must not attempt repairs to the truck.

The Company will continue the current licensing and training procedure for all drivers of power equipment and they will be instructed that only power equipment in safe operating condition may be driven.

Upon the request of the Building Chairman or Plant Manager, the Safety Representatives will continue to conduct spot checks of power equipment. Unsafe power equipment must be taken out of service.

No stock will be carried on moving equipment in an unsafe manner.

Questions or disputes regarding the above may be referred to the Union and the Company safety representatives who will be the final authority on such matters.

GRIP TOW

Grip tow operators will not be required to carry stock on the equipment.

TOW TRAILER LIMITS

Inside the plant, trailer trains will be limited to a maximum of four (4) dollies. Outside the plant, the maximum total length of trailers will be 58 feet.

B-LEVEL RACKS

Under current operating conditions the common sense standard for transferring loose stock and material skids on B level racks listed below will apply:

1. No loose stock that is not banded or shrink-wrapped is to be carried on the B level.
2. Pallets that are being returned for shipping or otherwise disposed of should not be carried on the B level.

The parties agree that new corporate safety standards will be controlling and may supersede the common sense standard.

LEVELATORS

Levelators on the Dock will be replaced or repaired and maintained in proper working order.

RAIL ROAD CROSSING BRIDGE AT V-13

Management agrees that during critical traffic periods, defined as one half hour prior to the normal scheduled lunch period through one half hour following the end of the lunch period, the bridge will be in place over the railroad tracks at V-13. It is understood that this agreement is intended to keep the portable bridge in place at all times except during periods of railroad switching.

PARKING LOTS

The parking lots will be cleaned in accordance with our current operating practices, which is once per week.

NON-FORD PERSONNEL TO REGISTER AT SECURITY

To maintain information of non-Ford Personnel who may be working and/or otherwise within the facility at all times, the Company will follow the KTP Facility Access Sign In Procedure where visitors who do not have a Ford ID will sign-in at Gate 6. Copies of the Sign In Procedure are available from Company and Union Safety Representatives. In addition, visitors, vendors, and contractors will be issued suitable identification, which they will be required to wear at all times.

VENDORS DELIVERING SUPPLIES

In regard to the issue of commodity vendors delivering supplies to the plant in non-traditional methods, the Company recognizes that situations can occur where included work is performed by vendors. Therefore, the company agrees to advise the appropriate members of management on the proper procedures for receiving and storing material and parts delivered by commodity vendors. Any violations of these procedures may be brought the attention of the JSOEC by the Union.

VENDOR REWORK OF PARTS

Under present operating conditions, Vendor rework and sorting of parts should be performed at RW-7, unless otherwise approved by Incoming Quality Personnel.

VOLUNTEER FIREFIGHTERS

A program will be put into effect to make use of the expertise of employees who are experienced as volunteer firefighters.

JOB ELEMENTS SAME ON ALL SHIFTS/ CREWS

Under normal operating conditions, the Company agrees that production operations should be "set-up" the same on all shifts/crews. It is the responsibility of the supervisor and industrial engineering to ensure that production operations are consistent on all shifts/ crews. It is understood that the A-Crew/#2 shift will be the "lead" for the purpose of establishing workloads and processes. Any deviation in this practice should be brought to the immediate attention of the supervisor. Concerns that are not resolved by the production management team should be brought to the attention of Labor Relations prior to discipline.

LINE SPACING

• Spacing Units Manually

When mechanical spacing devices fail to operate properly, supervision in the affected area will promptly take necessary steps to space units manually, with hourly employees. However, the frequency of pushing units must be curtailed. Therefore, the Bargaining Committee will meet with the Plant Manager, the Manufacturing Manager, the Lean Manufacturing Planning Manager, and the Human Resource Manager for the purpose of discussing the problem and to establish permissible limits involving this problem.

• Chassis Line Frames

Management agrees to establish an engineering study team to review line spacing in the Final Line area, immediately following the date of ratification of the Local Agreement and will implement the necessary measures to assure that proper spacing of the frames is maintained in the Chassis Department. Issues pertaining to line spacing may be identified by the Company and/or Union and will be directed to the Industrial Engineer-

ing department for immediate review and resolution. The Company reaffirms its support of the provisions outlined in Article IV, Section 4 of the Master Agreement pertaining to proper line spacing.

SHIP-OUT PRODUCTION

In order to remain competitive in the market and to grow the business for future job security for the workforce, the Company may need to run certain areas of the Body Shop additional hours to build customer ship-outs. The Company recognizes its responsibility to make the process capable within the shift hours. Therefore, in such areas where the Company may need to run in excess of ten (10) hours of production to meet these needs, the Union agrees to discuss innovative ways of supporting this production. These discussions may include, but are not limited to running areas on a voluntary basis in excess of ten (10) hours production.

FAIL-SAFE FLOATS

While the Union recognizes the need for fail-safe floats for efficient operations, it was requested that each Shift/Crew support its own fail-safe production needs, except in cases of a Shift/Crew having an excessively long breakdown. In which case, the parties agree that it may be necessary for another Shift/Crew to replenish the fail-safe float. The Company fully supports the concept of each Shift/Crew maintaining its own fail-safe production. Any issues pertaining to the inequities of this agreement among Shifts/Crews may be taken first to the Blue & White meeting and then to the JSOEC meeting for discussion and resolution.

SUPERVISOR WORKING

The Company reaffirms the position of Article X, Section 3 of the Ford-UAW Master Collective Bargaining Agreement pertaining to Supervisors working.

INSPECTOR TRAINING

The Company will establish a training program for employees entering the Inspector classification. The Company further agrees that accepted bidders and transfers will be required to complete the inspection training program, prior to being placed on a permanent assignment in Quality Control.

EMERGENCY TELEPHONE LOG

The emergency telephone call log will be available for examination by union representatives.

FOOD SERVICE

At the request of the Union, the Company and the Union will discuss with the food service provider any complaints with regard to food service.

FTPM ACTIVITY GUIDELINES

The following Small Group rules and guidelines are for all FTPM Small Groups plant-wide at Kentucky Truck Plant encompassing all buildings:

1. No employee will be allowed to violate any part of the Union and Company Collective Bargaining agreement.
2. Small Group Members who are in the plant for FTPM activities will not be given other assignments that are not FTPM related.
3. All employees will be afforded the opportunity to be on an FTPM Small Group on a voluntary basis, when a Small Group is in their immediate area. The Small Group will be permitted to

run, not in excess of six jobs to prove out the equipment following any such activity.

4. When overtime is required, and the full complement of an FTPM Small Group is not needed, Small Group Members with the low overtime hours from the FTPM supplemental overtime list will be afforded the opportunities first. Any employee absent from their accepted scheduled activity will be charged double and carried AWOL for the hours scheduled.
5. When FTPM opportunities present themselves for which they are qualified and physically able to perform, the Small Group Members will be required to participate in these activities (e.g. cleaning, tagging, inspection, etc.)
6. Small Group Members may be trained in BEW 1 (Basic Equipment Wellness) and ECPL (Energy Control and Power Lockout) before being placed on FTPM activities, as long as training is offered. If the ECPL is required for the activity, the Small Group Members performing that activity must receive the eight (8) hour ECPL course and subsequent annual ECPL refreshers.
7. If a Small Group Member cannot participate in a FTPM Small Group activity for a particular week, the Small Group Member must notify the department FTPM Coordinator so that the next low houred Small Group Member can be scheduled.
8. When there is an FTPM activity scheduled, it will have Maintenance and Plant Services support.

It is understood by both parties that this is a living set of guidelines, which may present unforeseen circumstances. Both parties commit to flexibility, joint problem solving, and mutually agreeable resolution in these instances.

DURATION OF THE AGREEMENT

This agreement shall become effective concurrently with the effective date of any Collective Bargaining Agreement which replaces the September 15, 2003, Collective Bargaining Agreement and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

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

FORD MOTOR COMPANY Kentucky Truck Plant:	UAW Local 862:
Scott Britton	Scott Eskridge
Scott Rozzi	Bryan Kessinger
Lonnie Corkum	Allen Hughes
Danielle Sampson	Rodney Janes
	Joseph Gorsick
VEHICLE OPERATIONS DIVISION	REGION #3:
U.S. UNION AFFAIRS:	NATIONAL FORD DEPARTMENT:

National Language

CONCEPTUAL AGREEMENT
KENTUCKY TRUCK PLANT

During the course of the 2007 Negotiations the parties reaffirmed that the processes listed below apply to the operations at the Kentucky Truck Plant. The parties also agree that in the event of a new product being introduced at Kentucky Truck these same processes will be put into place in the new production system.

- New employees hired or transferred into the Kentucky Truck plant will be given an orientation that both the company and Union agree upon and participate.
- With the participation and support of the Union, a value added training process will be developed that creates an atmosphere for change, broadens the employee's overall knowledge, and provides greater versatility and job satisfaction.
- In the event that a new vehicle line is brought into the Kentucky Truck Plant current employees in the Super Duty operations, will be offered the opportunity to work in the applicable jobs. It is understood that they will accept the training and guidelines that will be in effect for new product operations and will not be subject to displacement by seniority adjustments for a period not to exceed six (6) months following attainment of the required line rate upon initial launch. A similar opportunity and period of stability will be established with the staffing of the off shift/crew operations.
- Following the launch period, seniority adjustments may be effected. In unusual circumstances where the new operations face an influx of Super Duty personnel, such personnel will be

DURATION OF THE AGREEMENT

This agreement shall become effective concurrent with the effective date of any Collective Bargaining Agreement which replaces the September 15, 2003, Collective Bargaining Agreement and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

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

FORD MOTOR COMPANY Kentucky Truck Plant:	UAW Local 862:
Scott Britton	Scott Eskridge
Scott Rozzi	Bryan Kessinger
Lonnie Corkum	Allen Hughes
Danielle Sampson	Rodney Janes
	Joseph Gorsick
VEHICLE OPERATIONS DIVISION	REGION #3:
U.S. UNION AFFAIRS:	NATIONAL FORD DEPARTMENT:

ALTERNATE WORK SCHEDULE LANGUAGE

The following added language is due to the many changes that have taken place at the Kentucky Truck Plant. These letters are intended to insure the entire membership is aware of the changes. Due to the complexity of continuing operations, it is understood that this is a living agreement and subject to change. If either part, management or the UAW, feels that parts of the new language are not working to benefit both parties, we agree to discuss those issues on a timely basis.

MEMORANDUM

Thomas M. Brown
Executive Director
Labor Affairs

Product Development Centr
P.O. Box 2110, MD-529
21175 Oakwood Boulevard
Dearborn, MI 48123-2110

September 8, 1997

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

Dear Mr. Lofton:

Subject: Alternate Work Schedules - Kentucky Truck Plant

This memorandum sets forth the parties' agreement as to the application or waiver of certain provisions of the Ford-UAW collective Bargaining Agreement to accommodate the implementation of alternate work schedules at the Kentucky Truck Plant, effective March 30, 1998.

1. The alternate work schedules authorized by determination of the National Job Security, Operational Effectiveness and Sourcing Committee, pursuant to the Ford-UAW Agreement and for the purpose of this memorandum, are as follows:
   (a) A production scheduled (Exhibit I attached) consisting of two 10-hour shifts, Monday through Friday and one 10-hour shift each on Saturday and Sunday, using three crews (A, B, and C) of employees,

with each crew working four days per week with Saturday and Sunday as normal work days. Certain maintenance and support personnel also may be assigned to this production schedule.

(b) A booth and duct cleaning schedule (Exhibit II attached) consisting of two crews (A and B) working four 10-hour days each week on the midnight (#1) shift with one crew working Monday, Tuesday, Wednesday, and Sunday and the other working Thursday through Sunday.

(c) A skilled maintenance schedule (Exhibit III attached) consisting of:

(1) Three crews (A, B, and C) each working five 8-hour shifts, Monday through Friday each week, plus one 8-hour Saturday "overtime" shift every third week; and,

(2) Two crews (D and E) each normally working one 8-hour shift (on Monday or Friday) plus two 12-hour shifts (one each on Saturday and Sunday) each week.

2. Additional personnel to support the alternate work schedules described above will be obtained through the placement hierarchy provisions of the Ford-UAW Agreement, including new hires as required.

3. Not withstanding the existing provisions of the Ford-UAW Agreement, it is agreed that the following will apply at the Kentucky Truck Plant during the time the alternate work schedules are in effect:

(a) Appendix H, Memorandum of Understanding on Voluntary Overtime and other related

provisions of the Agreement governing voluntary overtime will be waived and not apply.

(b) Employees regularly assigned to the 10-hour or 12-hour daily schedules described in subparagraphs 1,(a) (Exhibit I), (b) (Exhibit II), and (c) (2) (Exhibit III) will:

(1) The Parties further agree that the provision in Article IX, Section 19 to excuse an employee for up to five (5) regularly scheduled days of work in the event of the death of a current spouse, parent, child or stepchild, which is applied to Michigan Truck and Kentucky Truck Plants by letter from R.H.Marcin to Gerald Bantom dated December 15, 1997 provides eligible employees on Three Crew schedules up to forty (40) hours of bereavement pay in those instances. (This replaces previous 3,b (1) 9/8/97 Letter with Letter from D.J. Cirbes to Ron Gettelfinger dated 10/14/99)

(2) Have their daily jury duty pay and short-term military duty pay eligibility determined on the basis of up to 12 straight-time hours, depending on their regular schedule.

(3) Use their vacation entitlement in increments of 40 hours for each week of vacation and their excused absence allowance in increments of four to six straight-time hours for "half" days and eight to 12 straight-time hours for "whole days",

depending on their regularly scheduled hours for the specific day.

(c) Employees regularly assigned to the 10-hour daily schedules described in subparagraphs 1.(a) (Exhibit I) and (b) (Exhibit II) will have their holiday pay determined on the basis of:

(1) Eight straight-time hours for each holiday falling on a day when they would not otherwise be scheduled to work; or,

(2) Ten straight-time hours for each holiday falling on a day when they would otherwise have been scheduled to work, except for such specified holiday; provided, however, that holiday pay for the full week of holidays between Christmas and New Year shall not exceed 40 straight-time hours of pay.

(d) Employees assigned to the Production Schedule C Crew and the Skilled Maintenance Schedule D and E Crews, as described in paragraph 1, and Exhibits I and III, who regularly work on Sunday and change shifts during the week, will be paid a special 10% shift premium for all regularly scheduled hours of work (in lieu of a lower or no shift premium, where otherwise applicable).

(e) The provisions of Article IX, Section 10 of the Agreement will be waived and not apply to time worked on Sundays between:

(1) Six p.m. and midnight by employees assigned to the Production Schedule

C Crew and the Skilled Maintenance Schedule D and E Crews, as described in paragraph 1, and Exhibits I and III; and,

(2) Midnight and 6 a.m. by employees assigned to the Booth and Duct Cleaning Schedule Crews A and B, as described in paragraph 1, and Exhibit II.

(f) The provisions of Article IX, Section 22(a) (3) (ii) of the Agreement, if otherwise applicable, will be waived and not apply for the Saturdays and Sundays immediately preceding and immediately following the Christmas holiday period.

4. In the event the alternate work schedules described in paragraph 1, and Exhibits I, II, and III, would affect and require changes in the administration of other wage or benefit payment practices, the parties agree that such changes shall maintain the original intent of those practices to the extent practical, but shall not increase their cost to the Company in comparison to their application to work schedules traditionally recognized by the Agreement.

5. The parties also agree that any local agreements affected by the alternate work schedules described in this memorandum shall be interpreted in such a manner to make them consistent with the terms of this memorandum. In this regard, either party may refer specific unresolved local issues to the UAW National Ford Department and the Company's Employee Relations Staff for resolution.

Finally, it is understood that this memorandum does

not limit in any way management's rights to schedule and determine the working hours of employees pursuant to the Ford-UAW Agreement. In that regard, however, if it becomes necessary for the Company to discontinue the alternate work schedules described herein, the regular work schedules traditionally recognized by the Agreement would be reinstituted. Moreover, in the event problems arise relative to the disposition and the placement of redundant personnel under the GEN provisions of the Agreement, such problems will be subject to discussion and resolution by the parties in a mutually satisfactory manner.

Very truly yours,

Thomas M. Brown
Executive Director
North American Labor Affairs

Concur:
Ernest Lofton
Vice President
UAW – National Ford Department

Attachments: Exhibits I, II, & III

Thomas M. Brown
Executive Director
Labor Affairs

Product Development Ctr
P.O. Box 2110, MD-529
21175 Oakwood Boulevard
Dearborn, MI 48123-2110

September 8, 1997

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

Dear Mr. Lofton:

Subject: Alternate Work Schedules – Kentucky Truck Plant Addendum

This memorandum sets forth several additional understandings between the parties concerning the implementation of alternate work schedules at the Kentucky Truck Plant, effective March 30, 1998.

1. Notwithstanding Exhibit III - Skilled Maintenance Schedule of the September 8, 1997, Memorandum of Understanding on Alternate Work Schedules - Kentucky Truck Plant, the local parties may elect to:
   (a) Change the Saturday shift starting time for the (R) Crew from 11:30 a.m. to 11:00 a.m. (quitting time would move from 8 p.m. to 7:30 p.m.); and,
   (b) Switch the shift for the D + E-Crews with the (R) shift for every third Saturday that the A Crew is scheduled to work. (In this case, the A Crew would work from 11 p.m. Friday to 7:30 a.m. Saturday and the D + E-Crews would work from 7 a.m. to 7:30 p.m. Saturday. However, the normal Sunday starting time for the D + E-Crews would continue to be 3 p.m.; and it is understood that employees assigned to these

crews shall be entitled to any "back-up time" premium by virtue of maintaining this 3 p.m. starting time.)

2. Notwithstanding the Ford-UAW Agreement or the September 8, 1997, Memorandum, for weeks in which a holiday falls on a Friday or Monday and the Production C-Crew is scheduled to work the adjacent Saturday or Sunday, the local parties, subject to approval by the UAW National Ford Department and Ford Automotive Operations North American Labor Relations, may agree to switch the holiday for the Production C-Crew from Friday to Saturday or from Monday to the preceding Sunday. In such cases, affected employees would receive: (1) Saturday time and one-half premium for work on Friday and ten hours of holiday pay for Saturday, if otherwise eligible, for switches between those days; or (2) straight time with time and one-half for hours over eight for work on Monday and ten hours holiday pay for the preceding Sunday, if otherwise eligible, for switches between those days.
3. Whenever practical, qualified Ford tradesmen on the A, B, and C Maintenance Crews will be offered the opportunity to volunteer for "(V)" shift maintenance work on Saturdays and Sundays before scheduling temporary or outside contractor personnel in their place.
4. Employees will continue to receive essential job-related and safety training opportunities.

Very truly yours,

Thomas M. Brown
Executive Director
North American Labor Affairs

Concur:
Ernest Lofton
Vice President and Director
UAW – National Ford

Thomas M. Brown
Executive Director
Labor Affairs
vard

Product Development Ctr
P.O. Box 2110, MD-529
21175 Oakwood Boule-

Dearborn, MI 48123-2110

September 8, 1997

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

Dear Mr. Lofton:

Subject: Alternate Work Schedules – Kentucky Truck Plant Waiver of Appendix H

This will confirm the parties' understanding that the waiver of Appendix H and other provisions of the Agreement governing voluntary overtime during the time the alternate work schedules are in effect is not intended to permit normal scheduling of more than ten hours per shift of final assembly line production. However, it is also understood that consistent with existing practices, other departments (e.g., body or paint) may have to work more than ten hours at times to support this final line schedule; and other arrangements may be required in the case of breakdowns, emergencies, or other unusual situations.

Very truly yours,

Thomas M. Brown
Executive Director
North American Labor Affairs

Concur:
Ernest Lofton
Vice President and Director
UAW – National Ford Department

Ford Motor Company
The American Road
P.O. Box 1899
Dearborn, Michigan 48121-1899

October 4, 1999

Mr. Ron Gettelfinger
Vice President
UAW, National Ford Department
Solidarity House
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. Gettelfinger:

Subject: Addendum: Three Crew Schedules - Bereavement Pay

During the course of these negotiations, the parties discussed the impact of bereavement on employees assigned to the Three Crew operation pattern currently in use at the Michigan Truck and Kentucky Truck facilities.

The parties agree to amend the provisions of Paragraph 3, Section (b) (1) of the Alternative Work Schedules – Michigan truck Plant Memorandum dated August 16, 1994 and Paragraph 3, Section (b) (1) of the Alternative Work Schedules – Kentucky Truck Plant Memorandum dated September 8, 1997 so that regular days off and paid holidays are excluded from the determination of the next three (3) or five (5) regularly scheduled days of work following the death of a qualifying immediate family member.

The Parties further agree that the provision in Article IX, Section 19 to excuse an employee for up to five (5) regularly scheduled days of work in the event of the

death of a current spouse, parent, child or stepchild, which is applied to Michigan Truck and Kentucky Truck Plants by letter from R.H.Marcin to Gerald Bantom dated December 15, 1997 provides eligible employees on Three Crew schedules up to forty (40) hours of bereavement pay in those instances.

Very yours truly,

Dennis J. Cirbes, Director
U.S. Union Affairs Office
Labor Affairs

February 21, 1998

Mr. Bob Lunsford, Chairman
Kentucky Truck Plant
Local 862 – UAW
Louisville, KY 40241

Dear Mr. Lunsford:

Subject: Alternate Work Schedules – C Crew Shift Switching

The purpose of this letter is to confirm our understanding rescheduling the C-Crew afternoon production shift to day shift on Sunday, _____. Assuming this schedule proves mutually acceptable, similar arrangements can be considered for other Sundays preceding designated Company Monday holidays.

This option is consistent with the intent of paragraph 2 of the January 20, 1995 Letter of Understanding addressed to Mr. Ernest Lofton regarding "Alternate Work Schedules – Michigan Truck Plant Addendum", wherein the parties have the option to switch scheduled Saturday/Sunday production shifts with adjacent Friday/Monday Company Holidays, subject to approval by the UAW National Ford Department and Ford Automotive Operations North American Labor Relations.

It is further understood, assuming the parties mutually agree to the respective Sunday shift change, that the affected employees assigned to C-Crew would be paid comparable wages that otherwise would have been paid by working the afternoon shift. For example, a C Crew employee working 10 hours on the day shift on Sunday prior to a company holiday with a 6:00 AM start, who otherwise would have been scheduled to start at 6:00 PM, would have the first six hours paid at 5.5

hours straight time (assuming a half hour unpaid lunch is included in the first six hours), pursuant to the August 16, 1994 Alternate Work Scheduled Memorandum. The remainder of the shift, 4.5 hours, would be paid at double time.

Medford Q. Lee, Manager
Human Resources

Concur: _____

LETTER OF UNDERSTANDING

September 3, 2007

To: Scott Britton
H.R. Manager
Kentucky Truck Plant

cc: Chuck Browning
Mike Abell

Subject: Partial Work Week Layoff Administration – KTP Employees Assigned to C-Crew Hybrid Schedule

From: Greg Aquinto

The following is provided in response to your request for a review of a proposed specific timekeeping practice resulting from the Kentucky Truck Plant Alternative Work Schedule.

The Company and Local Union have agreed to the principle that the alternative schedule is to neither advantage nor disadvantage employees. Specific concerns were expressed about C-Crew Hybrid shift employees who are laid off for a partial week.

As a result, the parties agreed that, in the event of a partial week of layoff affecting C-Crew Hybrid Shift employees, timekeeping administration would be as follows:

1. A regular 40-hour schedule will be assumed.
2. Compensated and available straight time hours will count as hours worked.

Local Letters of Understanding

LETTER OF UNDERSTANDING

October 14, 1999
Mr. Dicky Sutton
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Plant-wide Cooling & Ventilation

Dear Mr. Sutton:

During the course of the 1999 Local Negotiations, the parties devoted a considerable amount of time to the discussion of plant heat related issues. The unusually hot summer of 1999 highlighted many heat related concerns. While the Company believes the Heat Stress Management Program proved successful under the extreme conditions, we do recognize that there is room for improvement.

After careful review of the Union and management proposal to improve heat levels and ventilation in the plant, the Company has committed to install a state-of-the-art plant wide ventilation system we believe will improve temperatures in the plant during the hot weather season. The system, called "Big-Foot", will be installed over the next year, and is scheduled for completion in the fall of 2000. In addition to improving the plant temperature during hot weather, the 1.8 million dollar system will also generate energy savings that will aid the plant's competitive cost position.

This letter will confirm the company commitment to complete the installation of its "Big-Foot" system and take any other actions practical to improve ventilation and Heat Stress Management in the plant. In addition, the company will air condition designated employee break areas to address specific Union demands and

provide employees with additional air conditioned rest areas.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary of indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein. This agreement is signed subject to the approval of the National Ford Department of the UAW and the U.S. Union Affairs of the Company.

FORD MOTOR COMPANY	CONCUR:
M. Lee	R. Sutton
D. Cook	M. Abell
C. Hoffman	J. Spalding
D. Blome	P. Warner

LETTER OF UNDERSTANDING

October 15, 1999
Mr. Dicky Sutton
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Churning of the workforce

Dear Mr. Sutton:

During the course of the 1999 Local Negotiations, the Parties entered into a landmark agreement which will provide hourly employees increased freedom to move between departments.

While these agreements were negotiated in good faith and with full knowledge, their size and scope represent a potential risk to the efficient operation of the plant. In order to minimize this risk and provide the greatest opportunity for success, the Parties agree to closely monitor the early progress of these agreements. If excessive churning or adverse effect on operations occur, the Parties agree to meet and jointly seek solutions to any problems created. It will be the responsibility of Labor Relations to monitor this agreement and promptly report to the Bargaining Committee any adverse impact.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary of indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein. This agreement is signed subject to the approval of the National Ford

Department of the UAW and the U.S. Union Affairs of the Company.

FORD MOTOR COMPANY	CONCUR:
M. Lee	R. Sutton
D. Cook	M. Abell
C. Hoffman	J. Spalding
D. Blome	P. Warner

LETTER OF UNDERSTANDING

October 14, 1999
Mr. Richard "Dicky" Sutton
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Daily Production

Dear Mr. Sutton:

During the course of the 1999 Local Negotiations, the Union requested access to information on the plant's daily production. Specifically, the Union wanted access to the plant's scheduled production number and the days scheduled production. The Union also requested that this information be provided through a method which was verifiable.

The Company agrees that the Union is entitled to accurate and timely information on the plant's daily production. The Union may obtain scheduled and actual production data by contacting the Final Area Industrial Engineering Manager or Labor Relations Supervisor.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary of indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein. This agreement is signed subject to the approval of the National Ford Department of the UAW and the U.S. Union Affairs of the Company.

FORD MOTOR COMPANY
M. Lee
D. Cook
C. Hoffman
D. Blome

CONCUR:
R. Sutton
M. Abell
J. Spalding
P. Warner

LETTER OF UNDERSTANDING

September 4, 2008
Mr. Scott Eskridge, Chairperson
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Relocation of Fitness Center

Dear Mr. Eskridge,

During the course of the 2007 Local Negotiations, the parties discussed the topic of relocating the existing Fitness Center to a larger space to attract and encourage employee utilization. The Fitness Center has been critical in allowing employees to live a healthy lifestyle while maximizing their time at the Kentucky Truck Plant. The Union and Company agree to complete the relocation and improve the expansion outlined in the previous Local Agreement.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

October 14, 1999
Mr. Dicky Sutton
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Relief For Material Handling

Dear Mr. Sutton:

During the course of the 1999 Local Negotiations, the Union expressed concern over the inability of employees on certain "free-effort" jobs in Material Handling to receive necessary break time during the course of their normal shift. The Company concurs that all employees are entitled to receive personal relief time during the course of their normal work day to attend to basic personal needs. For those employees not tied to a moving assembly line, this personal time can be arranged by the operator periodically throughout the day. Issues pertaining to the feasibility of obtaining necessary break time will be addressed on an individual basis.

In those cases where employees feels that their Material Handling route does not provide for reasonable opportunity for relief, the employee or his/her committee person may request a review of his/her job to determine those factors which could be preventing the employee from establishing their personal relief time.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary of indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except

as otherwise expressly provided herein. This agreement is signed subject to the approval of the National Ford Department of the UAW and the U.S. Union Affairs of the Company.

FORD MOTOR COMPANY
M. Lee
D. Cook
C. Hoffman
D. Blome

CONCUR:
R. Sutton
M. Abell
J. Spalding
P. Warner

LETTER OF UNDERSTANDING

September 4, 2008
Mr. Scott Eskridge
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Salvage Repair Position

Dear Mr. Eskridge:

During the course of the 2007 Negotiations the Company and Union discussed the opportunity to pilot a program for the performance of salvage repair. It was agreed that within 30 days of ratification a request to Wage Administration will be submitted for a Repair Salvage Classification to be authorized for the Kentucky Truck Plant. The classification is intended to fall within the designated Materials A-1 occupational grouping, and be governed by all other applicable local provisions. It is understood that the determination of which items are identified for salvage, if any, will be at the sole discretion of the Company.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

October 14, 1999
Mr. Dicky Sutton
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Mutual Growth Forum

Dear Mr. Sutton:

During the course of the 1999 Local Negotiations, the parties reaffirmed their interest in the Mutual Growth Forum. The parties mutually agree to have quarterly Mutual Growth Forums to discuss such topics as quality, performance, cost, Health & Safety issues, general operating conditions, and business developments.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary of indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein. This agreement is signed subject to the approval of the National Ford Department of the UAW and the U.S. Union Affairs of the Company.

FORD MOTOR COMPANY	CONCUR:
M. Lee	R. Sutton
D. Cook	M. Abell
C. Hoffman	J. Spalding
D. Blome	P. Warner

LETTER OF UNDERSTANDING

September 4, 2008
Mr. Scott Eskridge, Chairperson
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Pay Adjustments

Dear Mr. Eskridge:

During the of course the 2007 Local Negotiations, the Union expressed their disappointment in the number of chronic pay adjustments which are continuously submitted as a regular course of business by certain supervisors. While the Company believes that most supervisors exercise necessary care when handling issues pertaining to pay, it recognizes that there are certain areas in the plant which account for a disproportionate number of pay corrections.

The company recognizes that proper paying of the hourly employees is a core function of the supervisor position. To insure the integrity of this process, the Company agrees to implement a procedure to monitor the pay adjustments submitted. The Company, on a weekly basis, will provide an electronic file of all pay adjustments to the Union. When the number of adjustments is excessive, a meeting will be called with the Plant Manager and Chairman to immediately address the issue. Supervisors found to be chronic and habitual pay adjustment offenders will be brought to the attention of the Plant Manager and the Plant HR Manager. Every effort will be made to minimize the number of payroll adjustments and

the Company will continue to address problem areas as they arise. Additionally, pay adjustments made without a Past Period Adjustment form, and which result in a deduction of an employee's pay, will be documented and attached to the employee's check prior to distribution.

FORD MOTOR COMPANY

S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:

S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

October 14, 1999

Mr. Dicky Sutton
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Job Security & Operational Effectiveness

Dear Mr. Sutton:

During the course of the 1999 Local Negotiations, the parties discussed various ways to increase job security and operational effectiveness. Many of these discussions centered on opportunities to bring new work and employment into the plant. To help encourage and secure these opportunities, the Union pledged to work closely with the Company in new and innovative ways. The Company in turn, pledged to seek out new opportunities and work with the Union to ensure the success of these efforts.

While the majority of these discussions were general in nature, the Company did identify areas where potential opportunities may exist. These included increased production volume, addition of an on-site modification center, increased stamping business, insourcing of non-traditional work, and an increase in plant ship-outs.

In conclusion, the parties agreed to continue this progress utilizing the JSOE meeting as the primary forum for discussions involving insourcing of new work and job security matters.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16,

1996 Collective Bargaining Agreement (other than an extension for a temporary of indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein. This agreement is signed subject to the approval of the National Ford Department of the UAW and the U.S. Union Affairs of the Company.

FORD MOTOR COMPANY	CONCUR:
M. Lee	R. Sutton
D. Cook	M. Abell
C. Hoffman	J. Spalding
D. Blome	P. Warner

LETTER OF UNDERSTANDING

September 4, 2008
Mr. Scott Eskridge, Chairperson
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Supervisor Appointment From Hourly

Dear Mr. Eskridge:

During the course of the 2007 Local Negotiations, the Union expressed concerns regarding the practice of promoting hourly employees to supervisor over their former team. While the Company maintains the right to assign all hourly and salaried employees, it is recognized that under certain circumstances assigning new supervisors to their former teams could represent a legitimate concern.

Therefore, under normal operating conditions, management will make every effort to initially assign new supervisors outside of their previous hourly work areas. Any concerns about a supervisor assignment will be discussed between the Building Chairperson and the HR Manager

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

October 14, 1999
Mr. Dicky Sutton
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Team Size

Dear Mr. Sutton:

During the course of the 1999 Local Negotiations, the parties discussed extensively the subject of team size and the adverse effect that it has on quality and consequently the job security of the work force. In an attempt to enhance the team's ability to contain quality within the team, the parties agree to the following initiatives:

- Each January 1, the Company agrees to take a "snapshot" to determine the current number of operations within each department (including all variance jobs that are in place for a minimum of 90 days, cardboard jobs, etc.).
- Thirty (30) days following the snapshot, the Company will restructure the teams to include:
  a.) Maximum of fourteen (14) operations
  b.) Two Relief operators (Relief routes will be consistent with the structure of the team)
  c.) One Team Leader
  d.) Required team support members, i.e. AWOL coverage/trainers
- Once the team has been established for the year, it will not be altered to reflect re-balances or additions of variance jobs until the following January 1 when the next snapshot and realignment occurs.

It is recognized that in areas that do not relieve or if the Company elects to utilize "mass relief", the maximum team size will be reduced by an amount equivalent to the number of relief operators that would have otherwise been assigned to those teams. It is also recognized that geographically some teams may need to have fewer operations. To address these particular situations, specific cases will be brought to the JSOE for discussion or resolution.

To deliver the best possible product to the customer, the Company agrees to the principle of containing the quality within the team. In order to accomplish this initiative, the Company agrees that Team Leaders will remain in their assigned areas at all times. Team Leaders will not be sent out of their area for repairs or assignments not related to the maintenance of their team. Further, Team Leaders will not be assigned to provide restroom breaks except in cases of emergency as directed by line management.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary of indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein. This agreement is signed subject to the approval of the National Ford Department of the UAW and the U.S. Union Affairs of the Company.

FORD MOTOR COMPANY	CONCUR:
M. Lee	R. Sutton
D. Cook	M. Abell
C. Hoffman	J. Spalding
D. Blome	P. Warner

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Union/Management Relationship

Dear Mr. Eskridge:

During the course of the 2007 Local Negotiations, the parties discussed the state of the working relationship between the KTP Bargaining Committee and the current management team. It was unanimously agreed that this relationship has been mutually effective and beneficial. The parties also expressed their desire to improve and broaden this relationship to the benefit of all KTP employees.

The Union made special note of the Company's contribution to the success of the relationship and singled out the Company's many unilateral actions. For the record, the Union noted the following actions which they believe are indicative of the Company commitment to this relationship and the KTP workforce.

- Installed ice machines to help cope with summer heat
- Distributed Gatorade when heat index was unusually high
- Permitted the use of personal radios on the job
- Expanded the number of televisions throughout plant and broadcast sporting events
- Relocated and expanded the Fitness Center Facilities
- Coordinated plant beautification projects

- Installed new locker and refurbished locker rooms
- Installed wooden ergo floors throughout the plant
- Implemented Alternative Work Schedules
- Retooled Body Shop
- Established slings and chains inspection process
- Purchased new fitness center equipment
- Established Safety Communication Center

In addition to the above actions, the local parties have also pursed the following products and investments:

- Continuation of "Exclusive Platform" suspensions and engine options
- Increased "Flexibility in Body Configurations" (extended cabs and box combinations)
- Incremental chassis cab units
- Inset door in sourcing
- Spray-in bed liner
- Fifth wheel in box hitch
- Laser Cell flexible body shop
- Hydro form stamping technology
- Retooled door line
- Mutual pursuit of Government funding for training of employees
- On-site Modification Center
- Pursuit of Expedition Navigator Product

The UAW and Management understand that many tough decisions still remain to be made but, the relationship between the local union and management to resolve these problems is a core reason for the plant's continuing success.

This letter will serve as official recognition of the positive relationship which currently exists between the Union and management of the Kentucky Truck Plant as well as our commitment to continue to improve this relationship in the future.

The parties further agree to continue regular JSOESC

meetings and maintain that forum as the primary problem solving venue.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the March 31, 2004 Collective Bargaining Agreement (other than an extension for a temporary of indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein. This agreement is signed subject to the approval of the National Ford Department of the UAW and the U.S. Union Affairs of the Company.

FORD MOTOR COMPANY

S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:

S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40241

Subject: Completion of Facility Items

During the course of the 2007 Local Negotiations, the parties discussed timing as it pertains to the implementation of newly negotiated facility items.

The following is a list of those facility items that have been agreed upon as a result of the 2007 Local Negotiations:

1. Magniflux for ITR Shop
2. Three new schedule boards
3. Relocate speakers in paint booth
4. Satellite fitness center
5. Air condition for Fitness Center
6. Two outside smoking shelters
7. Ice machine for Stamping
8. Install water fountain/sink in Chassis garage
9. TV reception in Paint
10. Expand F2 Break Area
11. Completion of in-plant Union Office

It is agreed that thirty (30) days immediately following ratification of the Local Agreement, the Company will affix estimated completion dates to all aforementioned facility items. It is the Company's intent to utilize plant forces where practicable to implement these facility actions.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

September 4, 2008
Mr. Scott Eskridge , Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: Cycling of Equipment

During the course of 2007 Local negotiations, the parties discussed situations pertaining to skilled trades employees cycling equipment after completing their repair or modification to the equipment. The union expressed concern that the cycling of the equipment in these situations may deprive the regular employee on the operation of an overtime opportunity. As a result of our discussions, the parties acknowledged that a specified number of cycles of the equipment could not be designated due to the unique circumstances that each repair or modification to a piece of equipment may entail. We did agree that the cycling of equipment by skilled trades employees should be limited to the minimum number of cycles required to verify that the repair or modification to the equipment has been completed successfully.

Equipment cycled by production personnel in conjunction with FTPM activities will conform to the existing FTPM guidelines.

The Skilled Trades Chairperson and a member of the Bargaining Committee_should meet with the HR Manager to discuss issues pertaining to the application of this understanding.

LETTER OF UNDERSTANDING

September 4, 2008
Mr. Scott Eskridge, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: National and State of Kentucky Elections

During the course of the 2007 Local Negotiations, the Union expressed concern regarding employees having the opportunity to vote in both National and State elections due to the three-crew/2-shift work schedule. The Union did acknowledge that the Company is already addressing the issue of National elections by giving employees a holiday on those days as stated in the Master Agreement.

The Company recognizes the importance of employees being afforded the opportunity to vote in State of Kentucky elections permitting no adverse effect on the plant. The Company agrees to assess the circumstances surrounding state elections with the UAW and all efforts will be made to ensure that employees are afforded the opportunity to vote on these days.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
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D. Sampson

CONCUR:
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B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

March 31, 2004

Mr. Michael Stewart, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: Equal Application

During the 2003 local negotiations, the parties reaffirmed their commitment to the principles stated under Article X, Section 9, Equal Application of Agreement. The parties mutually intend to ensure the equal treatment in the administration of the contractual provisions free from discrimination based upon race, color, national origin, age, sex, sexual orientation, union activity, religion or persons with disabilities. The Company and the Union fully support the concepts of Equal Application of the Agreement and believe they are necessary and beneficial.

Some of the many ways the Company and Union have shown their support to Equal Application is through; United in Diversity Training, an active joint Equal Application Committee, and the Diversity Boards located throughout the plant. Both organizations will continue to fully support Equal Application.

FORD MOTOR COMPANY
J.L. Halverson
R.L. Smith
T.A. Jay

CONCUR:
Michael L. Stewart
Joe Spalding
John M. Klefot
John D. Timbers

LETTER OF UNDERSTANDING

September 4, 2008
Mr. Scott Eskridge, Chairperson
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Temporary QLS Buy-Off

During the course of the 2007 Local negotiations, the parties discussed the importance of utilizing the electronic Quality Leadership System (QLS) method of tracking internal vehicle concern items. The parties reaffirm our commitment that through joint efforts we will partner to deliver World Class Quality to our customers.

In an effort to ensure "Best in Class" quality, the local parties jointly agree to enforce the following guidelines for the use of temporary buy-off approval. Under normal operating conditions management and the affected district committeeperson will discuss in advance the names of employees that need to have temporary QLS buy-off privileges.

The names of the employees will be forwarded to the QLS Administrator to be activated. However, these employees will only be used to cover short term absences in the inspection and repair classifications.

It is recognized that if management needs to continue utilizing additional employees outside of their classification while working a full compliment of inspection and/or repair, then the parties will discuss manpower needs within these classifications.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
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D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

March 31, 2004

Mr. Michael Stewart, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: Launching the Modern Operating Agreement in Material Handling

During the 2003 Local Negotiations the parties negotiated launching a Modern Operating Agreement in Material Handling. Part of the discussion identified recommended job assignments that would allow team leaders to be productive while leaving time to perform team leader tasks. In launching this agreement, the parties recognize that unanticipated issues may occur that could make the recommended job assignments unsuitable for team leaders. In this regard, it is agreed that in order for the MOA to be successful, these issues are subject to ongoing discussions between the parties to assure that the team leaders remain productive while having time to complete team leaders tasks.

FORD MOTOR COMPANY
J.L. Halverson
R.L. Smith
T.A. Jay

CONCUR:
Michael L. Stewart
Joe Spalding
John M. Klefot
John D. Timbers

LETTER OF UNDERSTANDING

March 31, 2004

Mr. Michael Stewart, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: Modern Operating Agreement Provisions

During the 2003 Local negotiations the parties agreed that with the inclusion of the Material Handling Teamwork Agreement, all other provisions pertaining to a Modern Operating Agreement in the Local Contract would apply to the employees covered under the Material Handling Teamwork Agreement.

FORD MOTOR COMPANY
J.L. Halverson
R.L. Smith
T.A. Jay

CONCUR:
Michael L. Stewart
Joe Spalding
John M. Klefot
John D. Timbers

LETTER OF UNDERSTANDING

March 31, 2004

Mr. Michael Stewart, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: Perfect Attendance Recognition

During the course of the 2003 Local Negotiations, both parties recognized that regular attendance is a critical to the on-going viability of the Kentucky Truck Plant. Although vast majority of our hourly employees maintain good attendance records, most of the focus by the Company and Union has been on those employees for whom absenteeism has become clearly excessive.

While it is necessary to maintain an effective attendance improvement program for AWOL offenders, it is equally important not to forget about the daily efforts of those dedicated employees who report to work every day. Pursuant to this end, the parties agreed to establish a local reward and recognition program to highlight those employees who achieve Perfect Attendance on an annual basis.

For the purposes of this program, eligibility for Perfect Attendance shall be defined as:

- Employees must be on rolls from January 1 through December 31, unless on an approved military leave of absence.
- New hires/TPTs hired during the year are not eligible
- During the eligibility period, employees must not incur a single AWOL or Medical Leave of Absence

(except in instances of work related injuries or under the provision under the Family Medical Leave Act (FMLA).

Awards for Perfect Attendance will be established by a joint committee and reviewed on an annual basis.

FORD MOTOR COMPANY
J.L. Halverson
R.L. Smith
T.A. Jay

CONCUR:
Michael L. Stewart
Joe Spalding
John M. Klefot
John D. Timbers

LETTER OF UNDERSTANDING

March 31, 2004

Mr. Michael Stewart, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Letter of Understanding: Retiree Appreciation

The parties recognize the significant contributions that the Plant's retirees have made, and continue to make, towards the Plant's overall success in a wide range of endeavors.

To recognize their continued service and support, the parties have agreed to work together to host an annual retiree appreciation event. The availability of Company funding, if any, will be subject to the approval of the Vehicle Operations Finance Office.

FORD MOTOR COMPANY
J.L. Halverson
R.L. Smith
T.A. Jay

CONCUR:
Michael L. Stewart
Joe Spalding
John M. Klefot
John D. Timbers

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Changing Work Schedules for Local Traditions and Holidays

Dear Mr.Eskridge:

During the course of the 2007 Local Negotiations, the parties agreed that certain local traditions and holidays can impact plant attendance. This could have an adverse effect on the plant's morale, quality and ability to timely deliver its products to the customer. With this in mind, the parties agree that when such a situation occurs that the parties will meet to discuss the possibility of temporarily altering the work schedule.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson
J. Gorsick

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: Sourcing

During the course of 2007 Local Negotiations, the Parties discussed several opportunities to insource work presently performed by the outside personnel.

The parties agreed that the Local Job Security, Operational Effectiveness and Sourcing Committee established in Appendix P, Ford-UAW Memorandum of Understanding Sourcing, is the forum to discuss the feasibility of in sourcing work in line with the criteria contained in Appendix P. Through the Local Job Security, Operational Effectiveness and Sourcing Committee, the Company will evaluate specific proposals in line with the requirements of Appendix P to determine whether the work can be performed competitively. The Local Job Security, Operational Effectiveness and Sourcing Committee will meet within the first two weeks of each month to ensure that all issues are discussed in a timely manner.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
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CONCUR:
S. Eskridge
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J. Gorsick

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: Joint Participation in Local Special Events

During 2007 Local Negotiations, the parties discussed the subject of having Plant representatives and vehicles on display at functions such as the State Fair, the Farm Machinery Show, the Boat Show, and any other event that would bring positive exposure to our products.

The parties did agree that this was not a contractual issue subject to negotiation. We agree that having the Plant represented at these functions would reflect positively upon our image in the local community and potentially increase sales of ours and other Ford and Lincoln-Mercury products. The parties also understand that our participation in these events is contingent upon the event sponsors approving our presence at the event. Therefore, it was agreed that appropriate Company and Union representatives would meet no later than March 1st each year to discuss and agree upon the events we want to attend for the year so that appropriate approvals can be obtained.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: Uniform Program

During 2007 Local Negotiations the parties discussed the uniform program that was implemented as a result of the 1999 Local Negotiations. Since the start of the uniform program we agreed that the program has been successful and beneficial to our employees. The Company agrees to continue the uniform program during the term of the 2007 Collective Bargaining Agreement as long as it is determined to be cost effective to the Plant.

The Company and Union have agreed that the following guidelines will be used to administer the uniform program:

- Uniform program will not be applicable to paint areas or other areas in which specified garments must be worn for the sake of safety.
- Once an employee makes their selection to the uniform program, they will not be allowed to switch back to coveralls.
- Employees can not participate in both programs
- Employees will receive twelve (12) articles (six (6) shirts & six (6) pants, eight (8) shirts & four (4) pants, twelve (12) shirts, etc.).
- New uniforms issued once during the life of the Local Agreement.

- Uniforms will be the property of the employee.
- Employees will be responsible for maintaining own uniforms including cleaning.
- Implementation of this program will begin within ninety (90) days of Local Agreement ratification.

Questions and concerns, including if employees assigned to a specific area are eligible for uniforms under these guidelines, should be directed to the Labor Relations Supervisor.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: Letter of Agreement – Kentucky Truck Plant Stamping Dept.

This letter replaces the letter dated July 20, 2000, "Kentucky Truck Plant Stamping Dept". This letter reaffirms the agreements reached by the parties regarding the operation of the KTP Stamping Department. It is understood that all agreements regarding the Stamping Department are "living agreements" intended to provide the necessary flexibility to ensure the viability of KTP Stamping. To that, end, it is agreed that any portion of this Stamping Agreement may be reopened for negotiations with the mutual consent of both parties and the approval of the UAW/National Ford Department and the Union Affairs Office, Ford Motor Company.

This letter will also reaffirm that the parties' commitment to administer all agreements in a manner, which will enable the Stamping Department to be the safest, most efficient and productive Stamping Department in the world. The parties pledge to work together to seek opportunities to competitively expand KTP Stamping operations providing for enhanced job security and employment opportunities.

With regard to the operation of the KTP Stamping Department, the following principles are mutually agreed upon:

- The Stamping Department will be operated as part of the Kentucky Truck Plant bargaining unit.
- The hourly employees assigned to the Stamping Department will be represented by the KTP bargaining unit UAW Local 862
- The Stamping Department will operate under the terms of the Modern Operating Agreement as included in the Kentucky Truck Plant local agreement.

It is also understood that Tool and Die Tryout will work primarily in the Stamping Facility, but may be called upon to assist Tool Makers with Die Related issues in the main plant.

The Kentucky Truck Plant Stamping Facility will be staffed with the following skilled trades:

- Toolmaker & Template Maker
- Millwright
- Pipefitter
- Tool & Die Maker
- Electrician
- Inspector Tooling & Layout
- Other trades as required by existing Line of Demarcation

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: Adverse Effects Due to High Absenteeism

Dear Mr. Eskridge:

During 2007 Local Negotiations the parties discussed days which have been historically known to be high absence days. This issue has been addressed in the Ford/UAW Master Collective Bargaining Agreement in the letter of understanding dated October 9, 2007 entitled "National Attendance Program". The parties agreed that the following condition must be met, in addition to the conditions referenced in the above referenced letter, for an employee to be eligible to use an EAA day after-the-fact:

- The date of absence in question does not fall on the day before or after contractual Holidays, on the eve or day of the Kentucky Derby, the day of Thunder over Louisville, the day of Halloween or locally recognized observance days for Halloween.

The identification of these days does not preclude the Company from identifying other days where there was an adverse effect on operations due to high unplanned absenteeism.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

Skilled Trades Supplement

Skilled Trades Supplement

It is mutually agreed between the Ford Motor Company, Kentucky Truck Plant and the International Union UAW Local 862, on April 21st, 2008, that the following provisions will apply to the Skilled Trades classification.

Skilled Trades Grouping

General rate increases effective: 11/19/07

MAINTENANCE GROUP
SKILLED TRADES

Carpenter – All Around	2570440	$32.275 - $32.475
Electrician	2570770	$32.640 - $32.840
Electrician – Apprentice	2570772	$28.410 - $32.210
Toolmaker & Template Maker	5072050	$32.64 0 - $32.840
Toolmaker & Template Maker – Apprentice	5072052	$28.410 - $32.210
Millwright	2571660	$32.375 - $32.575
Millwright – Apprentice	2571662	$28.410 - $31.955
Plumber, Pipefitter;	2572340	$32.375 - $32.575
Plumber, Pipefitter-Apprentice	2572342	$28.410 - $31.955
Industrial Truck Mechanic	2571200	$32.275 - $32.475
Industrial Truck Mechanic – Apprentice	2571202	$28.410 - $31.855
Sheet Metal Worker	2572950	$32.375 - $32.575
Welder General	5570430	$32.375 - $32.575
Inspector – Tooling & Layout	0670300	$32.640 - $32.840
Tool and Die Maker	5072070	$32.640 - $32.840
Tool and Die Maker – Apprentice	5072072	$28.410 - $32.210
Skilled Trades Group Leader 5870020	$0.645 Above Classification Rate	

OTHER SENIORITY MATTERS

For layoff purposes, an employee currently assigned to a Skilled Trades classification will retain the seniority company records indicate he/she now has on the classification. An employee subsequently assigned to a skilled trades classification will have date of entry seniority on the classification in the Kentucky Truck Plant. Layoff and recall will be in line of seniority on the classification.

Inverse seniority will not be implemented in Skilled Trades for periods of less than (5) days.

When more than one employee is selected from the same bid list, the first employee to be assigned to the skilled classification will establish the date of the entry for both employees.

When two employees have the same date of entry on a skilled classification, the employee with the greater plant seniority shall have the greater seniority on the skilled classification.

Seniority of employees hired on the same day will be determined by the last four digits of the social security number. The lowest number will indicate the greatest seniority. If the last four digits are the same, the lowest full social security number will indicate the greatest seniority.

No journeyman will be transferred from one craft to another without prior agreement from both Company and Union.

An employee on the rolls of the Louisville Assembly Plant on 02-23-69, who is subsequently laid off in a reduction in force at either the Louisville Assembly Plant, or the Kentucky Truck Plant, shall during the fourth week from the date of his/her layoff, elect in writing at the Employment Office of the Plant from which he/she is on layoff to:

1. If, on other than a skilled classification, exercise his/her seniority against the lower seniority employee in the labor pool or undesignated jobs at the plant or, remain on the recall list from his/her present location.
2. If, on a skilled classification, exercise his/her seniority against the lowest seniority employee on his/her classification at the other plant, or remain on the recall list from his/her present location.

If the employee elects to exercise his/her seniority in either 1 or 2 above, the Company shall effect such seniority adjustment by the end of the fourth week of the employee's layoff, unless the employee by that time has been recalled to his/her present location.

Any employee who does not make an election in writing during the fourth week of his/her layoff at the Employment Office of the Plant, from which he is on layoff, shall be deemed to have elected to remain on the recall list from his/her present location.

OVERTIME EQUALIZATION & SCHEDULING PROCESS

1. Employees' overtime record will be maintained on the Principle of premium hours paid or refused less shift premium.
2. Overtime records will be maintained on the Maintenance Scheduling Program.
3. Overtime records will be input weekly by the maintenance scheduler or designated person.
4. Overtime charges for the previous pay period shall be posted on the MSP by the second Monday following the pay period.
5. In order to accommodate lines 1 thru 4, the Company will provide electronic documentation

for all hours worked/paid to the maintenance scheduler and the Skilled Trades Committeepersons by 11:00 AM Tuesday.

6. The Paint/Manufacturing Engineering Manager will provide resources to ensure that the timelines required by this procedure are met.
7. An active employee who is not available for overtime assignments will be charged for the overtime hours he/she would have been scheduled to work provided work was performed.
8. Employees on bereavement leave, jury duty, approved military leave, paid Excused Absence Allowance of eight hours or more or on a paid vacation of 8 hours or more will not be charged for lost overtime opportunities on the day the hours are paid.
9. An employee who fails to report as scheduled for an overtime assignment will be charged double the number of hours scheduled. (Only applicable to hours scheduled above the employee's normal workweek)
10. Overtime hours granted through the grievance procedure will be recorded.
11. New hire, rehires, apprentice graduate employees and employees returning to active rolls will be given the highest hours on that classification (excluding project coordinators and Skilled Trades Group Leaders).
12. Part B of Appendix H, Option 3C will apply at Kentucky Truck Plant.
13. For scheduling purposes, low hour employees will be first to be offered overtime for each opportunity.
14. However, overtime may be scheduled by area during production hours for production coverage. In addition, management may schedule up

to 50% of a full complement of employees from their area for up to 8 hours immediately preceding a production shift to prove out any changes and/or start up the equipment. Only employees from within the area may be charged for area opportunities.

15. Additionally, an area spread exceeding 40 hours will trigger a corrective scheduling process. Whereas the company will be required to schedule the low hour employee to work with any employee scheduled above the spread to improve versatility within the area. Personnel scheduled for non-production overtime will be from the master list; however, management has the right to schedule up to 25% of their scheduled work force by trade, per shift, from their home area.
16. Project Coordinators, Group Leaders, PM Planners and other jointly appointed positions will equalize overtime within their base trade. However, they may be scheduled to perform their specialized duties irregardless of hours, provided they do not displace an employee in their base trade.
17. Apprentices will equalize within their apprentice classification.
18. When less than a full complement of employees within a classification are to be scheduled for overtime, and volunteers do not provide the required complement, the required number of qualified employees will be scheduled on a low-seniority basis.
19. Areas are defined as Body, Paint, Final, Stamping, MP&L and Project Crew.
20. Tradesperson will be required to select their overtime preferences for Monday thru Sunday by 6 AM of the preceding Tuesday.

21. Opts (signup indicating a desire to work) for both weeks of the scheduled downtime in December and July will be due 2 weeks before shutdown. In addition, the company will not involuntarily move employees from their shift/crew during down weeks without proper notification and a business case (3 days before signup for employees to opt on closes for shutdown).
22. The company will post the schedule for Monday thru Sunday before the end of the dayshift on the preceding Thursday.
23. Employees who have opted to work and are not scheduled for overtime on the initial posting will have the option of removing their availability prior to being scheduled.
24. In order to address the Union's concerns with regard to skilled trades overtime scheduling for production coverage, the Skilled Trades Chairperson and the HR Manager will agree on a mutually satisfactory method of scheduling skilled trades overtime that accommodates to the extent possible skilled trades personnel unable to work more than a 10 hour shift to support production.
25. The scheduling of Fire watch and waste treatment coverage presents unique issues as the small number of employees (typically two) renders the 25% rule untenable. Therefore when employees are scheduled for Fire Watch or Waste Treatment the first person scheduled by trade for these assignments will be the low houred employee from a list of personnel who have completed the required training and have experience within the dept, any additional personnel will be from the master equalization list. An agreed upon list of personnel will be posted.

This list will be updated 30 days following each roll period however, employees may be added at anytime if mutually agreed to by management and the union.

SKILLED TRADES STABILITY

The parties agree that the skilled trades shift and area bumping will be adhered to on the following basis:

1. Twice per year (January 30th and July 30th) employees may exercise their seniority to change areas. However, this will be limited to 10% of each trade per open window and not more than 25% of any trades classification assigned per shift to any area may be displaced per open window. In the event base trades manning does not accommodate 25%, one move will be granted.
2. Transfer requests must be submitted at least 28 days prior to the open window.
3. Bumps will be prioritized based on seniority. Employees will be trained in their new assignment up to three (3) weeks prior to move.
4. The Hourly Preference Selection System (HPS) will be utilized for this process.
5. Employee transfer requests will be honored within 14 days of the open window.
6. Employees will be limited to one (1) area transfer per year.
7. Shift/Crew rolls will be processed per the following agreement. However, shift rolls that require an area transfer will be subject to the transfer restrictions outlined within this section.

SHIFT/CREW PREFERENCE

1. For the purpose of allowing seniority employees to exercise shift/crew preference within their

area, shift/crew assignments will be open for adjustment twelve (12) months a year.

2. Employees who exercise shift/crew preference must remain on the new shift/crew for at least four (4) months before they can exercise their preference again.
3. In addition to notifying their supervisor, employees shall submit their application for shift/crew preference on the Hourly Preference System (HPS). Probationary employees may not apply.
4. Shift/crew preference shall be adjusted by the second Monday following the receipt of the shift/crew preference request. Provided the employee being bumped is provided with at least ten (10) calendar days notice prior to the effective date of the bump.
5. The employee will use his/her date of entry seniority for the purpose of shift/crew preference.
6. The Master Agreement recognizes that it is not possible to operate efficiently with all senior employees on any one shift. Therefore, seniority alone cannot be the sole criteria in applying the above principle. That is shift/crew preference based on seniority, and probationary employees will not be displaced until after they have been on the job at least 30 days. When Management finds that recognition of the expressed preference of employees would result in inefficiency, the Union will be notified of the adjustment necessary and the manner in which it will be affected.
7. Once an approved shift/crew roll has been posted, this shift/crew roll cannot be withdrawn, unless mutually agreed to by the Manufactur-

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2. Employees who exercise shift/crew preference must remain on the new shift/crew for at least four (4) months before they can exercise their preference again.
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7. Once an approved shift/crew roll has been posted, this shift/crew roll cannot be withdrawn, unless mutually agreed to by the Manufactur-

ing Engineering Manager or designee and the Skilled Trades Chairperson.

SHIFT STARTING TIME CHANGES

In the event it becomes necessary to change, for one calendar week or more, the starting times within shift hours of some employees within a classification performing similar work within a department from the regular starting time of employees within the same classification and department performing similar work, consideration will be given to the requests for starting time changes in making the assignment providing it does not interfere with efficiency of operations.

In the event some employees have a complaint with reference to the above subject, the district committeeperson may register the complaint to the Supervisor of Hourly Personnel and Labor Relations for immediate investigation. If the employee in question is qualified, assignments to the contrary will be readjusted.

MISCELLANEOUS AGREEMENTS

If an employee is moved from his/her desired shift by a reduction in force, he/she will have the right to return to his/her original shift if his/her seniority permits, on the second Monday following his/her request, even though he/she may have exercised his/her right to bump to his/her second desired shift.

When an employee needs to be replaced for a short period of time on a shift because of vacations, medical or other reasons, a seniority employee will be given the opportunity to accept or reject this assignment provided he is qualified to perform the work in question.

SKILLED TRADES GROUP LEADERS

Group Leader – Responsibilities and Tasks

A. Key Responsibilities

1. Accountable for operational and administrative aspects of the Team, including progress towards quality and production goals, shift startup, overtime, record-keeping, team training progress, safety and housekeeping. (Not responsible for employee discipline nor for authorizing hours of pay).
2. Communication liaison between Team members and other internal and external support functions.
3. Plan, organize and facilitate meetings to resolve quality, competitiveness and production-related issues in the spirit of continuous improvement.

B. Representative Tasks

1. Plan, schedule and facilitate Team meetings.
2. Facilitate communications between shifts/crews and Teams.
3. Solve problems using authority delegated, consistent with the obligations and responsibilities of this agreement.
4. Plan and coordinate downtime maintenance and the "tool time" process.
5. Support processes to perform PMs, corrective work orders (CWOs) and routine maintenance during regular production operating times per an optimized schedule.
6. Work with management and the technical skills training department to facilitate the training of team members.
7. Promote safety, quality and housekeeping.
8. Promote and ensure constant improvement in the Team (e.g. quality, cost and efficiency).

9. Maintain Team records such as preventative and predictive maintenance, posting daily report of time (DROT), training, etc, for review and concurrence by the supervisor (report area overtime opportunities refused or worked to maintenance scheduler) and order materials/supplies to support management of the team's indirect materials budget.
10. Participate in management meetings as appropriate and communicate the needs of the Team.
11. Responsible for the well-being and performance of the Team to ensure operational effectiveness.
12. Be responsive to the health and safety of Team members and refer safety and ergonomic concerns to the proper personnel as necessary.
13. Encourage and support the Team to meet their responsibilities.
14. Promote suggestion process.
15. Other tasks as assigned by the team.

SKILLED TRADES MATTERS

Recognizing the sensitivities surrounding the issue of skilled trades work assignments and the effort required on the part of the local union representatives and their skilled trades constituency to balance all of the internal interests, the parties have worked diligently to determine Skilled Trades work assignment guidelines. These areas of mutual agreement are:

- To have one skilled trades department at KTP
- To maintain job security and operational effectiveness
- To ensure that the parties are not placed at a disadvantage with respect to their competitors and/or to outside contractors

DEFINITION OF PAST PRACTICE

The definitions of past practice agreed upon by representatives of the UAW, and the Company, do not necessarily cover all work assignments performed by the trades involved. It is understood that these definitions are subject to the provisions of Paragraphs 6 and 7 and Exhibit II of the Skilled Trades Supplemental Agreement and the Company's letter to the Union dated December 7, 1970, Subject: "Skilled Trades Work Assignments."

This agreement shall not prejudice either party with respect to work assignments which were discussed but which did not result in agreement upon definition of past practices. In the event, problems arise regarding interpretation of provisions of the Agreement, the parties will consider them at the time in the light of established past practices at KTP. When a job description is not clearly outlined in the Skilled Trades Work Assignments at KTP or when a work dispute arises between skilled trades employees from any two or more classifications that involves work not established or covered in the agreement, Management and the Union will meet to resolve the problem. Both parties reserve the right subject to prior notification to include practices that are not covered by this agreement.

Skilled trades guidelines and safe practices apply to assignments when performed by Kentucky Truck Plant forces

DROT POSTING

Under normal operating conditions, the Daily Record of Time (DROT) will be posted within one (1.0) hour of the shift start-up in an area that is visible and accessible to al employees in the area. In addition, skilled trades DROTs will be posted in the maintenance cribs as specified by the skilled trades committee person.

NON-FORD PERSONNEL TO REGISTER AT SECURITY

To maintain information of non-Ford Personnel who may be working and/or otherwise within the facility at all times, the Company will follow the KTP Facility Access Sign In Procedure where visitors who do not have a Ford ID will sign-in at Gate 6. Copies of the Sign In Procedure are available from Company and Union Safety Representatives. In addition, visitors, vendors, and contractors will be issued suitable identification, which they will be required to wear at all times.

GUIDELINES FOR EMPLOYEES WORKING ALONE

Management has and will continue to use sound judgment when assigning potentially hazardous work to skilled employees. In assignments to the roof top, the Company reaffirms its commitment to utilize the necessary precautions in their assignments. A second person will accompany an employee when assistance is required. These same precautions will be provided to maintenance employees assigned to work alone in isolated hazardous areas, such as tank farms during non-production hours. Two-way radios are provided for use during these assignments to call for assistance when required.

DOWN DRAFT IN PAINT BOOTHS

The Company will utilize the PM process and KTP Skilled Trades to verify the down draft in the manned areas of the paint booths on a weekly basis.

COMMODITY VENDORS DELIVERING SUPPLIES

In regard to the issue of commodity vendors delivering supplies to the plant in non-traditional methods the

Company recognized that situations can occur where included work is performed by vendors. Therefore, the Company agrees to advise the appropriate members of management on the proper procedures for receiving and storing material and parts delivered by commodity vendors. Any violations of these procedures may be brought to the attention of the JSOE by the Union.

EYE WASH CHECKS

Eye wash checks will be completed on a monthly basis by UAW employees.

PLUMBER - PIPEFITTER

Layout, construct, install and maintain steam fittings and pipe fittings, and install, troubleshoot, and repair valves and pneumatic equipment. Other examples include but are not limited to such items as:

1. Install, fabricate, cover, and repair all piping, tubing, and hosing regardless of materials. Install and repair all valves including hydraulic, air, steam, gas, all valve handles, extensions and modifications of same, all pneumatic air controls, circuits, valves, timers, differentials, and vacuum lines, except electrical components. Repair and replace air valves on air hoists and air balancers in the field. The handling and using of tools and equipment that may be necessary for the installation, erection, and maintaining of work and materials used in the plumber-pipefitting trade at Kentucky Truck Plant.
2. Sealer Pumps
   A. Repair and troubleshooting will be done with Toolmaker as required.
   B. Replacing all hose on following plates.
   C. Install all sealer and glue pumps.

D. Unstopping of pump lines and attachments.

3. Packing of All Pumps in Field (may also be performed by Toolmaker).
4. Installation and maintenance of reclaiming systems and sump pumps (not including internal repair of pumps).
5. Replacing Phosphate filters.
6. Changing of sealer and chemicals, glue, oil and antifreeze in barrels. May be considered minor maintenance in Commercial Light Truck unless high pressure portion of the system is involved.
7. Install and repair all A/C and refrigeration units and instruments except electrical components.
8. All clamps and hangers are made and installed for all pipefitting work whether set or hung.
   A. Includes cables for nycoil type hoses.
   B. The installation and repair of trolleys that carry hose or anything in the plumber-pipefitter trade at Kentucky Truck Plant.
9. Connecting and disconnecting of all lines, piping, tubing or hosing, to any object to be moved, repaired or replaced, except with quick disconnects, except when incidental.
10. Welding Guns:
    A. Rehosing of uniflex cables and water cooled shunts.
    B. Repairing and changing of water tubes and point adapters.
    C. Changing of Points in Medium and Heavy Trucks.
11. Soldering and low temperature brazing of all descriptions in connection with the plumber-pipefitting trade at Kentucky Truck Plant.

12. Install, Clean, and repair all Filter-Regulator-Lubricator Units pertaining to the plumber-pipefitter trade at Kentucky Truck Plant.
13. The cleaning and replacing of all spray heads or nozzles used for cooling, cleaning or flushing.
14. All fire extinguishing systems, piping and hydrants (whether by water, steam, gas, or chemicals, other than electrical components, excluding hand type extinguishers).
15. Installing, maintaining, and repairing of all gas, oxygen, and acetylene welding equipment as it pertains to the Pipefitter trade.
16. All concrete is removed and refilled when it is necessary for pipe work. For example, holes through walls, fire walls, and steel.
17. Install all tanks and vessels 150 gallons or less and any component other than piping, that needs rigging or out of ordinary handling by millwright.
18. The setting, hanging, and repairing of plumbing fixtures.
19. Pipefitters will perform all titration in the bonderite, waste treatment, delpark and other areas where they perform that function and maintain bag filters.
20. Pipefitters will calibrate all bowser gas, diesel and oil meters in the field.
21. Pipefitters or electricians will operate and control boilers, chillers, compressors regardless of how they are controlled.
22. Pipefitter will do automated and manual spray paint booth balance. In addition, Pipefitters will operate panelviews to achieve booth balance accordingly. Pipefitters or electricians can function panelviews.
23. Trouble shoot, adjust and make minor repairs to

air Hoistractors in the field.

24. Trouble shoot, adjust and make minor repairs to air hoists in the field excluding chains, cables, and hooks.
25. Set and maintain air torque controlled air tools (may also be performed by TM).
26. Remove, install, and maintain rotary and reciprocating air tools including pneumatic control valves.

SHEET METAL WORKER

Layout and develop patterns, fabricate, hand form, hand form, and install metal products and templates. Other examples include but are not limited to:

1. Fabrication, layout, installation and maintenance of sheet metal products and templates with a tolerance of 10 gauge metal or less that do not require location pins, and drill bushings.
2. Tinsmith shall operate equipment and machinery necessary for shearing, coping, punching, forming and spot welding sheet metal, also drill press and do-all saw.
3. After unit (blower) is installed tinsmith perform duct work and stack work including repair and rework for louvers in penthouses.
4. Fabricate cabinets, bins, racks, shelving, tables, panels, boxes, hangers (other trades also fabricate hangers), or plates used by other crafts when made of 10 gauge metal or less.
5. Fabrication of tanks, cabs, brackets for the industrial lift truck and tow tractor repair if made of 10 gauges metal or less.
6. To use torch to solder 10 gauge metal or less.
7. Take care of roof leaks when flashing involved.
8. Install, maintain and repair metal office parts,

ceiling tile, and building parts if made of 10 gauge mental or less, except where overlaps with Carpenter.

9. Tinsmiths use ¼" angle iron for stiffeners; Millwrights make ¼" angle iron frames.
10. 10 gauge metal, spray booth panels, brackets opening and closing air shield, fan clean doors, oven clean out doors, are repaired, replace, removed (doors may be removed if incidental to other tasks), and fabricated by the tinsmith.

CARPENTER – ALL AROUND

In line with training of the Carpenter craft, select, cut and install wood materials, floor coverings, using the tools of the craft. Other examples include but are not limited to:

1. Installation of wood forms including the setting of forms for concrete or retaining walls.
2. All cloth, canvas, rubber, leather felt or fiberglass that is used for making canopies, curtain, shields or coverings for floors, desk, tables, etc.
3. Installation or removal of personnel doors regardless of material, along with the necessary hardware
4. Install material to seal doors and windows.
5. Repair or install wood for bins, racks, or bulletin boards that require skills of the Carpenter.
6. Install window glass or Plexiglas.
7. Cut wood shoring material.
8. Patch Floors and lay floor tile, whether rubber or carpeting.
9. Install and remove non-metal ceiling tile.
10. Cut fiberboard except when machining is required. Also may be performed by other crafts if incidental to their primary tasks.

11. Paint all machinery, forklifts, tow tugs, sweepers, and other industrial vehicles used in the plant.
12. Paint all walls, concrete or metal, etc., offices, doors, dog house windows, stock racks, safety lines, guard rails, walk ways, no smoking signs, trash wagons, overhead steel, posts, rest areas, benches, locker rooms. Cafeteria walls and ceilings, maintenance cribs, body jigs, all assembly lines, electric boxes, spray booths inside and out, ovens, all walls and doors in first aid, trash barrels and other type of building structure. (Except for those items considered minor maintenance).

MILLWRIGHT

Layout, fabricate, install, structural equipment and machinery. Troubleshoot, maintain, remove and replace machinery and equipment including cranes, elevators, speed reducers and variable speed drives. Other examples include but are not limited to:

1. Fabricate, repair, modify, install, and maintain skids, dollies, carts, trash trailers, bin boxes, racks and gondolas. (If made of metal heavier than 10 gauge.)
2. Install and remove, hooks, slings, chains, or combinations thereof used to hand, hold, store, convey or deliver parts to various points in the plant.
3. Fabricate, install, modify, and maintain structural steel for balconies, walkways, platforms, conveyors, crane rails, ladders, hydraulic lifts, and safety devices.
4. Install, modify, maintain, remove test rolls except electrical and piping.
5. Fabricate, install, modify, maintain and assemble according to sketch, plan or drawing conveyors,

rails, tramrails, guides, transfer tables, turn tables, lift tables and power rolls except electrical and piping.

6. Install, set and secure motors of one horsepower or more and use precision instruments to align.
7. Any fractional horsepower motor, pump and gear box combination is removed and installed by Millwright, also fractional horsepower motor vacuum pump combination that is overlapping with other trades.
8. Fabricate, install, modify, adjust and maintain counter balancers and trolleys except, USON balancers can be done by Pipefitters or Millwright.
9. Millwright set pumps that have to be anchored, connected, or aligned with a coupling, pulley or gear driven. Pipefitters may anchor pumps that do not require special rigging.
10. Replace and repair belts on conveyors, compressors, blowers, exhaust fans, fans in penthouses, or on machinery, including checking for wear and replacing sheaves and pulleys or drives and shafts for wear alignment and tension.
11. Install and adjust mechanical balancers
12. Set, install and maintain tanks over 150 gallon capacity excluding pipe. (reference to 150 is only to focus upon rigging skills of Millwrights.)
13. Fabricate, install and replace bracket hangers and supports.
14. Install and remove rivet squeezer yokes and air/hydraulic cylinders except clamping or holding cylinders in body bucks.
15. Layout, drill, tap and prepare for use metals or alloys over 10 gauge necessary to perform Millwright work.

16. Install, remove and repair gear boxes in field. (May also be performed by a Toolmaker.)
17. Install, remove and replace movable welding transformers.
18. Install and replace compressors, except electrical and pipe work.
19. Assemble and disassemble cribbing.
20. Assemble, disassemble, modify, and repair of mechanical brakes except where the skills of a Toolmaker are required.
21. Install, remove and maintain overhead and sliding doors, except work properly performed by other crafts.
22. Install or remove air hoists. (1/2 ton or smaller can be done by P/F or MW.)
23. Install or remove cable on cranes, overhead or sliding doors and tel-stack.
24. Install, remove, repair and maintain cams, rollers, wheels (drive wheels), rails and gear racks on tel-stacker and Litton stackers.
25. Install remove, modify and maintain overhead cranes, excluding electrical and piping. (Mechanical brake and gear box by toolmaker).
26. Perform welding and cutting functions related to the above.
27. Install, align, leave, and replace pillow blocks and take up bearings, except pillow block bearing, shafts, and cams on body bucks. In an emergency situation Toolmaker can perform these tasks.
28. Balance fans if fan balancing is deemed necessary and feasible.

WELDER GENERAL

Weld machinery, equipment, construction and fabrication items, pipe and perform Tool & Die welding.

Other examples include but are not limited to:

1. Performs all types of welding on machine parts, tools, dies, jigs, fixtures and plant equipment (including building up Power and Free Carrier Pusher Dogs when machining is required) and structural fabrication.
2. In general cuts, welds, burns, brazes in connection with such functions required on work performed by the maintenance trades. This includes repairing of steam coils.
3. The welder does heat treating, such as tempering chisels, punches, hammers and annealing metal.

ELECTRICIAN

Layout, construct, install, maintain and repair power construction, substations and electronic equipment including the troubleshooting, maintenance and operation of electronic equipment such as programmable logic controllers, solid state controls and robotic equipment. Other examples include but are not limited to:

1. Installation, maintenance and repair of electrical and electronic equipment, high or low voltage, AC or DC including enclosures, conduit, raceways, power ducts, moveable collectors, and transformers, with the exception of moveable transformers which are mounted on trolleys by the millwright craft.
2. Maintenance and repair of motors and generators and the installation and replacement of fractional horsepower motors connected by belts, lovejoy type couplings, or gear connected to drives where they are self aligning (with the exception of those generators normally maintained by the millwright craft.)
3. Installation, maintenance, repair, and modifica-

tion of solid state circuits, circuit boards, electrical and electronic monitoring systems, including programmable controllers and robotic controls. Not including industrial truck equipment.

4. Store electrical or electronic equipment.
5. Major repairs on Cushman and mototruck motors and battery chargers.
6. Installation, maintenance, repair and testing of batteries and battery cells.
7. Installation, maintenance, and repair of battery chargers and rectifier equipment.
8. Installation, maintenance and repair of limit switches, actuating arms, and mounting brackets specifically for electrical limit switches with the exception of those on equipment normally maintained by the industrial lift truck and tow tractor repair craft.
9. Maintenance and repair of electrical hoist motors, electrical brakes and controls. Disassembly and replacement of discs and machined components is done in conjunction with the toolmaker craft.
10. Installation, maintenance, repair and relamping of lighting equipment including supporting structure; except minor maintenance in Commercial Light Truck.
11. Maintenance and repair of man cooling fans. Installation may be done in conjunction with the Millwright.
12. Installation, maintenance and repair of electrical cafeteria and medical related equipment.
13. Repair of electrical or electronic equipment and components for spot or roll welders and welding fixtures.
14. Uniflex cables on all spot welding guns or automatic press welding fixtures is installed or

replaced by electrician in conjunction with the Pipefitter.

15. Changing and cleaning of filters on electrical or electronic equipment.

16. At no time, any other craft than an electrician open an electrical panel or control box.

17. Initial start up of power supply to new electrical control centers.

18. Any references above to installation, maintenance and repair of electrical equipment are intended to include necessary fabrication work, including brackets, support, and hangers used in the electrical trade. This does not preclude other trades from making hangers and brackets.

INDUSTRIAL TRUCK MECHANIC

Maintain and repair Industrial Truck Chassis, transmissions and clutches, gas and diesel engines and electric motors, electrical, cooling and hydraulic systems, batteries, wheels and tires. Other examples include but are not limited to:

1. Maintain and make repairs to gas-electric, gas or electric powered jitneys, tractors, self propelled yard cranes, fork lifts, tow tugs, moto-truck, lift-a-loft, autoette, prime movers, bicycle, tricycle, portable welders, tractors, hand scrubbers, stationary engines and AGV's (includes operation as required).
2. Jump start internal combustion equipment and tow disabled equipment.
3. On industrial and mobile equipment the installation and removal of snow equipment, backhoe, grader blade and fertilizer and salt spreader attached to dump truck.
4. Steam cleaning of industrial vehicles.
5. Couple and uncouple dollies/trailers hooked

to and unhooked from disabled AGV and SGV systems.

TOOLMAKER & TEMPLATE MAKER

Fabricate and repair items using specialized equipment such as lathes, standard and specialty milling machines, grinders (I.D., O.D., and surface), CNC Machines, EDM, CMM, Shaper and laser cutting machines. Other examples include but are not limited to such items as:

1. The making of jigs, fixtures, templates, and dies. The fabrication of special tooling that requires the skills of a Toolmaker.
2. The repair of air and hydraulic pumps and cylinders, and the fabrication and replacement of worn or broken parts.
3. The heat treatment of parts will be done by the Toolmaker or Welder.
4. The repair of compressors pertaining to the mechanical functions in or out of the shop.
5. Maintain gears of electrical hoist and fabrication of parts. Does not include removal of entire hoist or any sub assembly that requires special rigging.
6. Repairing of enclosed gearing. Repair of mechanical brakes when the skills of a Toolmaker are required.
7. Repair of spring type balancers. May include installation and removal.
8. Remove, repair and replace self-align bearing blocks and shafts, cams, sprockets and chains in the body bucks where sequence is required.
9. Align equipment requiring the use of precision instruments such as micrometers, indicators, height gauges, and similar equipment.
10. Fabricate and modify types of holding, drilling,

moving and clamping fixtures where locator pins, stops and locator pads are required.

11. Build up new welding guns, repair of existing welding guns, not including electrical or pipefitting work.
12. The layout of details and installation in the body bucks of new parts and modifications.
13. Chillers: dismantling and assembly of impeller housing.
14. Remove and install Graco paint pumps.
15. Mechanical repairs to robots except motors done by Electricians.
16. Toolmakers will test the hardness of metals. With the exception of production parts.
17. Toolmakers will make mechanical repairs to the BEHR equipment that requires the core skills of a toolmaker. Current practices will be continued on this equipment.
18. Repair and maintenance of air balancers in the shop excluding controls, hoses, valves, and regulators.
19. Repair and maintenance of air hoists in the shop excluding controls, hoses, valves and regulators.
20. Set torque on air tools after repair (may also be performed by PF). Check and set hand torque wrenches that require the use of torque testing equipment.
21. Internal repair of air Hoistractors in the shop.
22. Repair rotary and reciprocating air tools and mechanical components of DC tools in the shop.

INSPECTOR TOOLING & LAYOUT

1. Certification of body fixtures as needed.
2. Certification of tools/tooling i.e. micrometers, dial/digital vernier calipers, heights gauges,

Scribers, Taper Gages, Scales and indicators by lay out. Certification of master gauge blocks for Production/OPC technicians to calibrate their own calipers, micrometers.

3. Sharpen drills and scribes specific to layout operations.
4. Perform any layout using the P.D.Q. Bridge and the coordinate measuring machine.
5. Perform layouts on Blue Buck and Match Fixtures.
6. Verify alignment of Perceptron cameras.

TOOL & DIE MAKER

Kentucky Truck Plant Stamping Facility

1. Construct, repair and modify dies and perform changeovers.
2. Mount standard items such as air cylinders and scrap chutes, etc. on dies.
3. Adapt or modify bullrings, punch plates, air ram adapter, and buildup for dies.
4. Mark or mask areas on dies in preparation of painting.
5. Perform hardness tests on die and die components.
6. Operate salt bath, lead pot and electric gas heat and draw furnaces in the heat treatment of die and die components.
7. Perform air, oil, and water quench operations in the heat treatment of die and die components.
8. Perform flame and water hardening in the heat treatment of dies and die components.
9. Performs welding, burning, brazing, soldering (by arc or torch) as required in the fabrication, repair, and modification of dies and aids attached to dies (such as lifter, kickers) in the Stamping Facility.

10. Work on new or used dies in the Stamping Facility.
11. Troubleshoot dies and monitor the process while in production.
12. Adjust rams and binders.
13. Maintain pouch, binder, and pad pressure on dies with other appropriate trades as required.
14. Fit, nest, or spot dies with or without a panel in presses.
15. Prepare and submit panels to Quality Control for production approval.
16. Finalize gauge layout on draw dies.
17. On the press line, make dimensional, configuration, and surface characteristics changes on new or used dies.
18. Install and remove die hardness for the purpose of setting or pulling dies from lines.
19. Remove and replace cylinders in the air ram adapter when in need of repair.
20. Maintain, repair and replace nutter heads when part of the die.
21. Remove and replace air and nitrogen cylinders, which are part of the die.
22. (Pipefitters will connect/disconnect pipes and hoses).
23. Repair all nitrogen cylinders associated with dies (toolmakers will repair all air cylinders).
24. Replace scrap chutes, locating gauges, die automation (lifters, kickers, etc.)
25. Operate and program machine tools, etc. in the Die Room.
26. Use cranes to perform work on dies and die components
27. Manufacture all tooling aides required to perform work on dies.

POOL WORKERS

Pool worker positions will be filled by qualifications submitted to Labor Relations. The Skilled Trades Committeepersons, Labor Relations Supervisor and a maintenance superintendent will be involved in the selection process.

Process

1. The employee presents required documentation to Labor Relations and completes request form to be considered for Pool Worker.
2. Documentation will be reviewed by approval committee made up of Labor Relations supervisor, Skilled Trades Committeeperson, and Maintenance Superintendent.
3. Labor Relations will notify employee of their decision to accept or reject the candidate as a pool worker.
4. If accepted into the pool, the employee will be provided all mandatory safety training and provided work opportunities as available.
5. Employee's work will be evaluated for trade competency and core skills. Employees will be disqualified by the approval committee if unable to perform at a satisfactory level.
6. Pool workers whose performance has been deemed as unsatisfactory will not be disqualified until a consultation with the approval committee has taken place.
7. Pool workers will be allowed/required to take the Skilled Trades entrance exam within six months of entering the pool or at the next available local opportunity.

Qualifications

1. Completion of a certified apprenticeship program and journeyman card from a recognized union.

Or

2. At least 8 years verifiable experience performing work in the trade as utilized at Ford Motor Company.

Any disputes over the qualification of pool worker applicants may be taken to the Plant Human Resource Manager for review.

All pool workers must be trained in ECPL.

Any time a pool worker is used, shift preference will be given to the journeymen in that classification. Also, whenever schedules allow, an attempt will be made to schedule the affected trade 12 hours for those willing to work it, before the pool workers are scheduled for overtime.

Pool workers will be scheduled by seniority order for each overtime opportunity worked.

SUPPLEMENTAL HOUSE PAINTER PROCESS

Management agrees to bid and maintain a list of fifty (50) Supplemental House Painters during the course of this agreement.

1. Once accepted, supplemental house painters will be allowed to request overtime work opportunities through the maintenance opt-on process.
2. Supplemental house painters cannot work more than 12 hours in a 24 hours period (including work in the home team).
3. Employees who opt-on and fail to report will be carried AWOL and charged double.
4. Supplemental House Painters will be disqualified for the following:

- Poor workmanship and cleanup
- 3 AWOLs per year as a supplemental house painter
- Failure to check in and out
- Failure to opt-on during a 45 day period.

No employee will be required to work on any equipment such as press welder piercing machine, Triax, etc., until he has been thoroughly familiarized with the equipment.

It is suggested that the first safety talk concern the importance of checking electrical apparatus even though the power cabinets have been locked out. In many cases, the control voltage may be fed from another source. This has been found to be true on the cabinets on the Body Enamel Spray Booth. Future talks should concern items as found in the Maintenance Safe Practice Manual. These manuals should be distributed at the first safety talk. A record should be made of each man receiving this manual and turned over to the Maintenance Safe Practices Manuals are in the Superintendent's office.

James B. Weis
Manager Facilities Engineering Department

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
Local 862, UAW
Kentucky Truck Plant
Louisville, KY 40232

SUBJECT: Skilled Trades Informational Meetings

This will confirm the parties' understanding that:

- Plant Engineering will set up a meeting with all Maintenance personnel every four months or sooner if necessary for the purpose of discussing existing problems and future plans.
- Management will hold weekly meetings with the Skilled Trades Chairman for the purpose of reviewing present and future plant engineering projects. The Skilled Trades Chairman may select an existing Project Coordinator(s) to attend these meetings.
- All salaried personnel who supervise hourly skilled trades personnel will hold meetings with their people to discuss safety. These sessions should cover only a few items at any given session. The supervisor is to record the people present at the meetings and a brief description of the subjects covered. These meetings can be held in the area cribs.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

August 7, 1997
Mr. Bob Lunsford, Building Chairman
UAW, Local 862
Kentucky Truck Plant
Louisville, KY 40222

CATERPILLAR EQUIPMENT

The company agrees not to renew its long standing rental and maintenance agreements involving 12 Caterpillar Hi Lo's. Any new replacement rental agreements for this equipment will allow our industrial truck repair personnel to maintain the equipment in the same fashion that is currently used with other Hi Lo's. The termination date for these agreements is 1-31-98.

Concur:
Bob Lunsford
Dicky Sutton
Pat Warner
Joe Spalding
Gary Redmon

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Skilled Trades Group Leader Pilot

Dear Mr. Eskridge:

During the course of the 2007 local negotiations, the parties agreed that there would be benefit in the utilization of Group Leaders in Skilled Trades. Group Leaders will drive a variety of processes, including, but not limited to leading meetings, facilitating communication, driving SQDCME and Continuous Improvement initiatives. It has been decided that the Paint Department will implement a pilot area for Skilled Trades Group Leaders within 30 days of ratification.

Teams will generally consist of between ten (10) to fifteen (15) members and be organized in line with geography or natural work group content. Where geography or natural work content indicates a Team could have more or less members, the Company and Union will review the circumstances to determine the best operational solution.

The Union voiced concerns over the impact of Group Leaders upon the seniority rights of trades employees, particularly regarding shift rolls and area moves. To address any concerns that may occur the Union and Company will sit down 3 months and 6 months after ratification to evaluate and make corrections to this process. At that time the parties will evaluate the performance of the Group Leader in Skilled Trades and determine

if further implementation is warranted.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

July 20,2000
Mr. Richard "Dicky" Sutton
UAW LOCAL 862
Kentucky Truck Plant
Louisville, KY 40245

Subject: Systems Work to be Done By Electricians

Dear Mr. Sutton:

During the course of the 1999 Local Negotiations, the parties discussed the utilization of UAW Electricians to perform systems related work. The Company recognizes that there are many systems related tasks that plant Electricians can and should perform. In addition, the Company also recognizes that with training, there are other systems related tasks that Electricians can perform.

As a matter of process, the first call for the listed assignments shall be to the Electrical skilled trades person in the area. Should a trades person require specific systems expertise, the Manufacturing Systems office will be contacted for assistance.

Therefore, the Company agrees that the systems work outlined below will be performed on the plant floor by Electricians. It is understood that Manufacturing Systems personnel will continue to support Electricians as required. It is further understood that nothing in this agreement is intended to transfer work pertaining to the data center or work related to personal office systems.

Electricians will install, replace, maintain and troubleshoot the following:

- All RF Reader Equipment
- All Bar Code Scanners Equipment
- All Displays (including UTICOR Technology

Displays)

- All Communication Cables
- All operating floor network using devices (excluding AGV)
- All overhead RF antenna equipment (including the Telxoh RF network)
- All operating floor printers, keyboards and programmable logic controllers (PLC), computers (not including office PC's) and power supplies
- Additionally, RF tag reprogramming will be shared work by production, scheduling, and Skilled Trades, depending on circumstances.

The Company agrees to provide all necessary support and begin such training thirty (30) days after the ratification of the Local Agreement. The Union agrees not to jeopardize plant operations by insisting on the transfer of work until plant Electricians have completed the necessary training. It is understood the Electricians possessing the necessary skills can begin assuming the new work. Any disputes of the agreement should be referred to the Manufacturing Engineering Manager.

FORD MOTOR COMPANY
M. Lee
D. Cook
C. Hoffman
D. Blome

INTERNATIONAL UNION, UAW
R. Sutton
M. Abell
J. Spalding
P. Warner
K. Thomas

LETTER OF UNDERSTANDING

July 20,2000
Mr. Dicky Sutton
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40245

Subject: New Technology

Dear Mr. Sutton:

During the course of the 1999 Local Negotiations, the parties discussed the advancement of new technology in the area of Skilled Trades. It is recognized that in order to enhance the Company's competitive position, it is important for Skilled Trades to keep up with new technologies in the industry.

Therefore, as new diagnostic technologies are introduced, the Skilled Trades workforce will gather information in line with their core skills for the expressed purpose of assisting in troubleshooting, determining root causes for failures, and/or to identify preventative maintenance tasks associated with their trade.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary of indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement except as otherwise expressly provided herein. This agreement is signed subject to the approval of the National Ford Department of the UAW and the U.S. Union Affairs of the Company.

FORD MOTOR COMPANY

M. Lee
D. Cook
C. Hoffman
D. Blome

INTERNATIONAL UNION, UAW

R. Sutton
M. Abell
J. Spalding
P. Warner
K. Thomas

LETTER OF UNDERSTANDING

July 20,2000
Mr. Dicky Sutton
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40245

Subject: Skilled Trades Full Utilization

Dear Mr. Sutton

During the course of 1999 negotiations the parties discussed the subject of full utilization as it relates to hours available to be worked by the Skilled Trades.

The Company recognizes that developing a working definition for full utilization is a local responsibility and that full utilization can be defined as a work week in excess of 40 hours.

Additionally, when issues arise regarding the subject of full utilization and outside contracting, the Company will work with the Union to promptly resolve these matters.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16,1996 Collective Bargaining Agreement (other than an extension for a temporary of indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement except as otherwise expressly provided herein. This agreement is signed subject to the approval of the National Ford Department of the UAW and the U.S. Union Affairs of the Company.

FORD MOTOR COMPANY

M. Lee
D. Cook
C. Hoffman
D. Blome

INTERNATIONAL UNION, UAW

R. Sutton
M. Abell
J. Spalding
P. Warner
K. Thomas

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Refurbishment/Retooling

Dear Mr. Eskridge:

During the course of the 2007 negotiations the parties discussed the Union's desire to have UAW Skilled Trades informed of any work being planned in regards to refurbishment/retooling. The company recognizes the importance of defining Skilled Trades role during this time, therefore the following process has been established:

1. There will be a live project work matrix consisting of current and future work reviewed at the weekly Manufacturing Engineering Managers Meeting. The intent is that any upcoming project work will be discussed at these meetings and the work be added to the project work matrix.
2. The Union will be given a copy of the bid package for any work being planned for the Kentucky Truck Plant, including all drawings and scope of work at the same time the contractor receives the package. The union shall use this package to familiarize themselves with the forthcoming work as well as be afforded the opportunity to sit in on open bid meetings.
3. As soon as the preferred bidders have been identified the union will be forwarded cost and

timing for each line item listed in the original bid package.

4. The Union will have 72 hours to review the preferred bidder's quote and identify work they feel they can perform based on cost and timing, provided the bid package was given to the Union as stated in Item 1.
5. Labor clearances will be reviewed with the Skilled Trades Chairperson for all work that is performed in the plant.
6. A tracking system to monitor cost and timing will be developed and used to track the project. The frequency of tracking reviews will be based on the criticality and length of the project.
7. It is agreed that any failure in meeting cost and time will be offset from plant performance and recovered in the form of efficiencies.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

July 20,2000

Mr. Dicky Sutton
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Shipping Rack Repairs – Stamping Facility

Dear Mr. Sutton:

During the course of the 1999 Local Negotiations, the parties discussed at length the topic of performing shipping rack repairs in the Stamping Facility. Specifically, the union discussed the possibility of performing repairs on the shipping racks currently utilized in the Stamping Facility. The Company agrees, in accordance with Appendix P, to discuss the feasibility of utilizing Kentucky Truck Plant forces to repair these racks currently being utilized in the Stamping Facility. It is understood that any proposals arising out of this agreement must have the approval of the appropriate Corporate authorities.

FORD MOTOR COMPANY
M. Lee
D. Cook
C. Hoffman
D. Blome

INTERNATIONAL UNION, UAW
R. Sutton
M. Abell
J. Spalding
P. Warner
K. Thomas

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: PMHV Safety

Only authorized operators may drive Company industrial vehicles. Qualified operators of industrial vehicles must be in the possession of an industrial equipment operator's permit. In addition, all operators of powered equipment are also expected to follow instructions listed in the Ford Industrial Truck Safe Practices Manual and Ford Industrial Truck Operator's Manual.

All operators of powered equipment are required to fill out a 3382 card or the electronic equivalent daily for each piece of equipment utilized. If the operator finds items affecting the operability of the vehicle, such that the vehicle cannot be operated safely, he/she should immediately report these items to his/her supervisor and make note of these items on the Industrial Truck Daily Log and/or the Industrial Truck Damaged Equipment Report.

The nature of the load governs how it is to be carried. Material should be carried in such a manner as to give the operator visibility and control. The driver of the vehicle must remember to make allowances when emergency stops are made. He/she is not expected to operate his/her vehicle or carry stock in an unsafe manner.

In order to ensure the safe and efficient operation of PMHVs at KTP the Company agrees to implement the

following policies:

- Rationalize IVAC Mechanic Fobs within the system, and Mechanic Fob activity will be available to the Skilled Trades Chairperson upon request.
- All company owned or leased vehicles utilized by covered employees will be identified and PMs will be generated and performed on these vehicles at intervals no greater than 90 days, unless otherwise recommended by manufacturer.
- Vehicles that fail to pass inspection on any of the OSHA critical seven will be removed from service until repairs have been affected.
- Spot checks of defects noted on 3382 cards will be performed upon request of the Union.

The preceding changes will be implemented immediately following ratification of the 2007 Local Agreement.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

July 20,2000

Mr. Dicky Sutton
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40245

Subject: Non-Skilled Employees Entering Electrical Panels

Dear Mr. Sutton:

During the course of the 1999 Local Negotiations, the parties discussed the subject of non-skilled employees entering electrical panel boxes. The Company agrees that this practice is a potential safety hazard and violation to the current agreement.

Therefore, the Company agrees to strictly enforce the prohibition restricting non-skilled employees from entering electrical panels.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16,1996 Collective Bargaining Agreement (other than an extension for a temporary of indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein. This agreement is signed subject to the approval of the National Ford Department of the UAW and the U.S. Union Affairs of the Company.

FORD MOTOR COMPANY

M. Lee

D. Cook

C. Hoffman

D. Blome

INTERNATIONAL UNION, UAW

R. Sutton

M. Abell

J. Spalding

P. Warner

K. Thomas

LETTER OF UNDERSTANDING

September 4, 2008

Mr.Scott Eskridge, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: Rental Equipment

Dear Mr. Eskridge:

During 2007 Local Negotiations we discussed the Union's concern regarding the Company's utilization of rental power material handling vehicles (PMHV) and other related equipment. The Company and Union have previously developed and implemented a procedure regarding the procurement and utilization of rental equipment in line with the recent Vehicle Operations, Material Planning & Logistics policies. This process includes generating purchase orders, enforcing and adhering to the terms of the rental agreement, and the coordination of equipment delivery and return, ensuring that safety concerns and cost saving measures are addressed.

A Single Point Lesson (MH44, printed on the following page) has been revised and re-issued which provides specific instructions on how to request and obtain rental equipment. Adherence to this policy will ensure proper procedures to procure, monitor and manage the return of all rental equipment are followed. In the event that Company policy or changing business conditions require revision to MH44, the Union will be advised of the reasons for the required change.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

SINGLE POINT LESSON

FPS Single Point Lesson Number: MH44
FTPM Subject: Proper Rental Equipment Process

The following information gives specific instructions on how to request/obtain rental equipment.

1. The area requesting rental equipment submit a request thru Outlook to the ITR Shop Supervisor, copying his/her Area Manager, the MP&L Area Manager and the Controller. The request must include the number and type of equipment, reason/project and duration of rental.

2. The ITR Shop Supervisor will first attempt to fill the requirement with in house equipment. If successful, the requester will be notified via Outlook when and where to pick up equipment with the Area managers and Controller copied. If no equipment is available in-house, the ITR Shop Supervisor will notify the requester/Area Manager/ and Controller that the rental equipment is necessary. The requester will then submit a CPARS requisition for the equipment thru NES or Hertz.

3. Rental equipment must arrive with proper paperwork from vendor at least three business days prior to the requested service date. Delivery is only thru Gate 6, Monday-Friday, from 7:00 am – 3:00pm; Security will call the ITR Shop Supervisor on A4 when equipment arrives at Plant.

4. A mandatory Safety Inspection will be performed on all rental equipment entering the Plant. The rental equipment will then be tagged with a rental equipment permit and entered into the rental equipment logbook that is maintained by the ITR Shop.

Once the equipment is tagged and logged into the logbook, the ITR Shop Supervisor will notify the requester so he/she can come to the shop in order to sign for and

pick up the equipment. The PM Planner will add the equipment on to the MHV Log Card System.

5. A 3382 Log Card must be completed and entered in the WEB daily.

6. The ITR Shop Supervisor will contact the vendor 24 hours prior to the expiration date of the rental for pickup. The requester is responsible for getting the rental equipment to the designated rental return area (outside door 12 or designated area) at the end of the shift on the last day of the rental. Security will notify the ITR Shop Supervisor on A4 when the supplier on the property for pickup. The ITR Shop Supervisor will complete the contractor pass and give it to the driver picking up the rental equipment.

7. The PM Planner will remove the equipment from the WEB when it is picked up and removed from the premises.

8. The ITR Shop Supervisor updates the rental equipment log by entering the date in which the equipment left the premises.

9. If an extension is required, the requester must do so thru outlook to the ITR Shop Supervisor, his/her Area Manager, MP&L Manager, and the Controller.

10. If the extension is approved, a Purchase Notice Revision must be done in CPARS. The ITR Shop Supervisor will contact the vendor with the date of the extension. The requester must bring the equipment to the ITR Shop in order to renew the rental permit and have the rental logbook updated.

11. If an extension is required and not requested by the expiration date of the permit, the PM planner will email the ITR Shop Supervisor, UAW Health & Safety Rep and Risk Manager to ensure that non-compliance is documented.

12. All rental equipment repairs must be coordinated thru the ITR Shop Supervisor.

LETTER OF UNDERSTANDING

September 4, 2008

Mr.Scott Eskridge, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: Outside Contractors Utilizing Ford Equipment

Dear Mr. Eskridge:

During 2003 Local Negotiations the Union expressed concern regarding outside contractors utilizing Ford owned equipment. The Company and the Union discussed that this issue has been addressed in the Ford/ UAW Master Collective Bargaining Agreement. In addition, this subject is addressed in the Ford Motor Company North American Construction Specifications, section 01100. Violations will result in corrective actions as outlined within these specifications. Copies of these specifications can be obtained from the company or union safety representatives. The Company reaffirms that outside contractors are not to utilize Kentucky Truck Plant tools and equipment in their scope of work specified in the approved labor clearance. Violations of this contractual provision should be brought to the attention of security personnel, safety personnel or the Labor Relations Supervisor.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40241

Subject: Technical Training

Dear Mr. Eskridge:

During the 2007 Local Negotiations, the Union expressed concerns regarding the ability of the skilled trades employees to receive the technical training necessary to be equipped to work in a new job assignment or in a new area. Every reasonable effort will be made to train our skilled tradespersons on new equipment. The parties agreed that these issues need to be addressed by the Plant's Technical Training Steering Committee.

The Technical Training Steering Committee meets on a regular basis to discuss the departmental needs, scheduling of classes and individual participation in each class. The schedules are developed and concurred by management before employees are scheduled to attend. Maintenance Managers and/or Skilled Trades Group Leaders may request a need for training be evaluated by completing the Training Initiation Request Process. These requests are kept in a working matrix located on the technical training record tracking system. In addition, Kentucky Truck has a training web site where an employee may view a copy of the quarterly training schedule, as well as make a training request. Both the Company and the Union recognize the importance of continuous improvement in the technical training

arena. To that end, the Company and Union Technical Training Coordinators have jointly begun a plant wide needs assessment for all trades and departments. The needs assessments include a generic survey identifying skill sets needed by a specific trade regardless of area of assignment. In addition, department specific surveys identify the knowledge base required for a particular trade and area. The Coordinator will analyze the data from the surveys and publish a report to be shared with all relevant parties. The implementation of the needs assessment will serve as the platform to identify ongoing technical training requirements.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

September 4, 2008

Mr. Scott Eskridge, Chairperson
UAW Local 862
Kentucky Truck Plant
Louisville, KY 40222

Subject: Appendix F Selection Process

Dear Mr. Eskridge:

During the course of the 2007 Local Negotiations, the Union expressed concern over the lack of a clearly defined and uniform process for selecting Appendix F employees for various specialty classifications and/or assignments. The parties agree that the selection criteria will include merit, ability and then seniority. The Company further agrees to institute the following process within 30 days of contract ratification and will adhere to this process when filling any openings that occur.

The HPS System will be utilized to advertise and to record interest in openings that may occur in the following categories:

- Project Coordinator, Group Leader, PM planner, and launch team members
- Openings will be posted and interested parties will be afforded the opportunity to apply for a period of seven days.
- Assignments of less than thirty days will not be subject to these provisions.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

LETTER OF UNDERSTANDING

September 4, 2008

Scott Eskridge, Chairperson
Kentucky Truck Plant
UAW, Local 862
3001 Chamberlain Lane
Louisville, KY 40222

Re: Sprinkler Work

This letter confirms that the Company and the UAW have developed a process whereby KTP Pipe Fitters may perform the following types of work to fire suppression sprinkler systems at the Kentucky Truck Plant provided that the use of such personnel is not in conflict with statutory requirements or the recommendations of the insurers of the Company:

- Replacement of broken sprinkler heads
- Repair of damaged piping and/or valves
- Installation and modification of sprinkler piping

This list is considered to be an overview and is not intended to preclude KTP Personnel from performing work not specifically cited, unless otherwise noted in the Master Agreement. A detailed process and procedure for performing all aspects of sprinkler work will be kept on file with Safety, Human Resources and the UAW.

FORD MOTOR COMPANY
S. Britton
S. Rozzi
L. Corkum
D. Sampson

CONCUR:
S. Eskridge
B. Kessinger
A. Hughes
R. Janes
J. Gorsick

Holidays

UAW-represented Ford workers will enjoy a total of 63 paid holidays over the proposed four year agreement, including one Federal Election Day.

Family Days

Family days must be requested at least 48 hours in advance and supervisors are encouraged to release employees provided there is no adverse impact on operations.

Eligible employees shall receive up to 2 Family Days and there will be no pay in lieu of unused Family Days. Eligible employees are defined as follows:

- Those with seniority, or who attain seniority on or before December 31, 2007 will receive two Family Days on January 1, 2008
- Those who attain seniority on or after January 1, 2008 through December 31, 2009, will receive two Family Days on the first day of the month following the date they attain seniority.
- Those who attain seniority on or after January 1, 2010 through the expiration date of the agreement, shall receive one Family Day on the first day of the month following the day they attain seniority.

The workday before the Holidays indicated with an ** will be managed consistent with the letter of understanding in Vol. IV of the Master Agreement dated September 15 2003 and entitled "Work-Day Preceding Vacation Shutdown and Selected Holidays".

The schedule of paid holidays* in the proposed new agreement is:

2007-2008

Nov. 16, 2007	Veterans Day (Observed)	
Nov. 22, 2007	Thanksgiving Day	**
Nov. 23, 2007	Day after Thanksgiving	
Dec. 24, 2007	Christmas/New Year's	**
Dec. 25, 2007	Christmas/New Year's	
Dec. 26, 2007	Christmas/New Year's	
Dec. 27, 2007	Christmas/New Year's	
Dec. 28, 2007	Christmas/New Year's	
Dec. 31, 2007	Christmas/New Year's	
Jan. 1, 2008	Christmas/New Year's	
Jan. 21, 2008	M. L. King Jr. Holiday	
Mar. 21, 2008	Good Friday	**
Mar. 24, 2008	Monday after Easter	
May 26, 2008	Memorial Day	
Jul. 4, 2008	Independence Day	
Sep. 1, 2008	Labor Day	

2008-2009

Nov. 4, 2008	Federal Election Day
Nov. 14, 2008	Veterans Day (Observed)
Nov. 27, 2008	Thanksgiving Day **
Nov. 28, 2008	Day after Thanksgiving
Dec. 24, 2008	Christmas/New Year's **
Dec. 25, 2008	Christmas/New Year's
Dec. 26, 2008	Christmas/New Year's
Dec. 29, 2008	Christmas/New Year's
Dec. 30, 2008	Christmas/New Year's
Dec. 31, 2008	Christmas/New Year's
Jan. 1, 2009	Christmas/New Year's
Jan. 2, 2009	Christmas/New Year's
Jan. 19, 2009	M. L. King Jr. Holiday
April 10, 2009	Good Friday **
May 25, 2009	Memorial Day

Jul. 3, 2009	Independence Day (Observed)
Sept. 7, 2009	Labor Day

2009 – 2010

Nov. 16, 2009	Veterans Day (Observed)
Nov. 26, 2009	Thanksgiving Day **
Nov. 27, 2009	Day after Thanksgiving
Dec. 24, 2009	Christmas/New Year's **
Dec. 25, 2009	Christmas/New Year's
Dec. 28, 2009	Christmas/New Year's
Dec. 29, 2009	Christmas/New Year's
Dec. 30, 2009	Christmas/New Year's
Dec. 31, 2009	Christmas/New Year's
Jan. 1, 2010	Christmas/New Year's
Jan 18, 2010	M. L. King Jr. Holiday
Apr. 2, 2010	Good Friday **
May 31, 2010	Memorial Day
Jul. 5, 2010	Independence Day (Observed)
Sep. 6, 2010	Labor Day

2010 – 2011

Nov. 2, 2010	Federal Election Day
Nov. 15, 2010	Veterans Day (Observed)
Nov. 25, 2010	Thanksgiving Day **
Nov. 26, 2010	Day after Thanksgiving
Dec. 24, 2010	Christmas/New Year's **
Dec. 27, 2010	Christmas/New Year's
Dec. 28, 2010	Christmas/New Year's
Dec. 29, 2010	Christmas/New Year's
Dec. 30, 2010	Christmas/New Year's
Dec. 31, 2010	Christmas/New Year's
Jan. 17, 2011	M. L. King Jr. Holiday
Apr. 22, 2011	Good Friday **
May 30, 2011	Memorial Day
Jul. 4, 2011	Independence Day
Sep. 5, 2011	Labor Day

2008

JANUARY

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FEBRUARY

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MARCH

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APRIL

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JUNE

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JULY

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SEPTEMBER

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DECEMBER

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2009

JANUARY

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FEBRUARY

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NOVEMBER

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2010

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FEBRUARY

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AUGUST

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NOVEMBER

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DECEMBER

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2011

JANUARY

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FEBRUARY

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OCTOBER

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NOVEMBER

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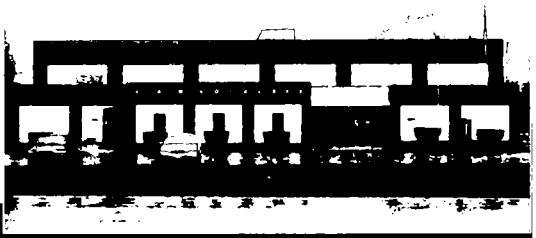
NOTES

EXECUTIVE BOARD – LOCAL 862

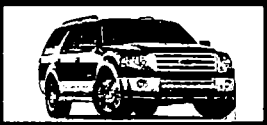
Rocky Comito, President
Scott Eskridge, Building Chairperson, KTP
Steve Stone, Building Chairperson, LAP
Joe Houchins, Building Chairperson, EHVC
Patricia Spencer, Nurses Unit Chairperson, KTP
Kim Beck, Nurses Unit Chairperson, LAP
M. Todd Dunn, Vice President
Ron Hardin, Recording Secretary
Scott Edwards, Financial Secretary
Terri Niehaus, Treasurer
Lewis Sexton, Trustee
Alfonzo Cash, Trustee
Bob Breedlove, Trustee
Darrell Martin, Sergeant at Arms
Julie Renfro, Guide
Henry Dowell, Retiree Chapter

K.T.P.
12720 New Chamberlain Lane
Louisville, KY 40245

Owen C. Hammons Hall
12720 New Chamberlain Lane
Louisville, KY 40245



Ford Motor Company



Kentucky Truck Plant

Developed by

KENTUCKY TRUCK PLANT
TRAINING DEPT

SUPERVISOR WORKING

The Company reaffirms the position of Article X, Section 3 of the Ford-UAW Master Collective Bargaining Agreement pertaining to Supervisors working.

INSPECTOR TRAINING

The Company will establish a training program for employees entering the Inspector classification. The Company further agrees that accepted bidders and transfers will be required to complete the inspection training program, prior to being placed on a permanent assignment in Quality Control.

EMERGENCY TELEPHONE LOG

The emergency telephone call log will be available for examination by union representatives.

FOOD SERVICE

At the request of the Union, the Company and the Union will discuss with the food service provider any complaints with regard to food service.

FTPM ACTIVITY GUIDELINES

The following Small Group rules and guidelines are for all FTPM Small Groups plant-wide at Kentucky Truck Plant encompassing all buildings:

1. No employee will be allowed to violate any part of the Union and Company Collective Bargaining agreement.
2. Small Group Members who are in the plant for FTPM activities will not be given other assignments that are not FTPM related.
3. All employees will be afforded the opportunity to be on an FTPM Small Group on a voluntary basis, when a Small Group is in their immediate area. The Small Group will be permitted to