



Gains for all salaried workers

Negotiators fought for and won significant gains in several areas, including sourcing, job security, additional members and representation rights



The 2011 UAW Ford National Salaried Negotiating Committee

Job security

A major victory was secured for workers in the area of workforce reduction and recall rights. When it is necessary to reduce the workforce, positions will now be eliminated starting with agency workers, then supplemental personnel prior to the elimination of any full-time positions.

Sourcing gains

Your negotiating team was successful with gains in the area of sourcing. We succeeded in increasing the level of employment in several areas, and also won a commitment to review outsourced work for potential insourcing opportunities.

Equity Fund

Negotiators secured funds for an equity payout to the lowest paid, full-time members.

Benefits

Your negotiators resisted attempts at givebacks on vacation time and retained the 2003 vacation language. Because of that, holidays will be

locked in to match the Hourly holiday agreement. Your negotiating team successfully resisted company attempts to remove the benefits representative position.

Representation rights have been strengthened

The company has agreed to provide details, and discuss with union representatives and the worker, information on any disciplinary charge prior to a disciplinary letter being placed in an employee's personnel file.

Agreement in electronic form

The company agreed to provide electronic copies of any agreements, in addition to a printed version.

In-series promotions improvements

Negotiators won language for in-series promotions for improved timing and open discussion to maximize employee input and opportunities.

Chairpersons will elevate any reviews that are not satisfactorily resolved.

Training bonus

Negotiators fought for and won a \$2,000 training bonus that, for the first time, includes Transitional Work Arrangement (TWA) employees.

Secured purchased vacations

Up to two weeks of purchased vacations can now be used from Jan. 1 to Dec. 31.

Training

Unique and relevant training opportunities will be elevated if not addressed locally.



Body CAD

Sourcing gains

Your negotiators secured an increased number of full-time positions with benefits. The company agreed to in-source ACH interior design work, including door trim, instrument panel and consoles, creating a significant number of additional positions in the Body CAD area. This in-sourcing of new work is contingent on the work remaining at Ford.

New future quarterly meetings

The company agreed to hold quarterly meetings on new future products with Product Development representatives to determine if work can be in-sourced to Local 1970.

Central Lab

Staffing level gains

Your elected negotiating team won additional members for Central Lab, creating full-time, laboratory engineer positions.

Sourcing

The company is committed to reviewing work presently performed outside the bargaining unit for potential in-sourcing. The company agreed to quarterly meetings with Product Development representatives for new future products to determine if work can be in-sourced to Local 1970.

Duration and Ratification

These proposed changes in the proposed agreement will not take effect until the tentative agreement is ratified by a majority of our respective membership, and only then on the appropriate dates specified.

The new agreement, if ratified, will run for four years and will expire at midnight Sept. 14, 2015.



From left, UAW Ford National Salaried Negotiating Committee members Pamela Wilson, committee chair Robin Burnett (standing) and Terry White review the proposed agreement.

Photos by Don Godfrey



Gains for nurses

New staffing guidelines

The negotiating team secured a new letter of understanding with the company for nurse staffing guidelines. Facilities shift patterns and the number of nurses per shift will now be reviewed, a move which is expected to result in nursing positions being added.

Alternative Work Schedule (AWS) gains

Negotiators won several victories for nurses, including a complete review of locations with AWS scheduling. The nurse chairperson and senior nurse will now be included in discussions on medical staffing requirements for plants with AWS shifts, a major breakthrough for members.

Creation of new pilot program

For the first time:

- A pilot program will be created which replaces two nursing supplemental positions with one full-time nursing position with benefits. This full-time nurse will work in two locations.
- If successful, this pilot program will be expanded, resulting in additional full-time nursing positions.

New plant closure language

During a closure or reduction in force, the company will assist in finding open positions for transfers and will also provide a relocation allowance.

Wage increase for supplemental nurses

Your negotiating team fought for and won an increase in the hiring wage for supplemental nurses.

ACH nurses remain a priority

Negotiators maintained the right of ACH nurses to priority hiring consideration at Ford medical facilities.

American Association of Occupational Health Nurses (AAOHN) conference improvements

Facilities with fewer than four nurses will attend the AAOHN conference every other year. The company agreed to pay for nurses to attend either the pre-conference (without pay for the weekend) or the main conference.

Job security for medical unit in plant changeover

If the plant is undergoing a changeover lasting up to 18 months, nurses may now receive temporary assignments or permanent positions. Full-time nurses will be allowed to displace supplemental employees or go on a Transitional Work Arrangement (TWA) schedule.

UAW Ford Salaried Report

This report describes highlights of the agreement negotiated by the 2011 UAW National Salaried Negotiating Team at Ford. Each article covers contract language which applies to UAW Ford salaried workers. In all cases, the actual contract language will apply.

Michigan Proving Grounds (MPG)

Representation

Negotiators successfully resisted company attempts to reduce worker representation at MPG. Your bargaining team prevented representation hours for the full-time MPG chairperson from being cut to a maximum of 24 hours a week. The MPG chairperson position will remain full time.

Securing work

Negotiators also secured a commitment that the company will review outside brokered work at MPG though a committee comprised of company and UAW representatives.

Full-time employment gains

Your elected negotiating team won full-time positions to be converted from supplementals.



UAW 2011 Ford National Salaried Negotiating Team



Drudi



Fields-Jacobs



King



Settles



DiGiorgio



Nicholson

This is the UAW's National Salaried Negotiating Team whose efforts led to the achievement of a new tentative agreement at Ford Motor Co. **Bob King** is the president of the International Union, UAW; **Jimmy Settles** is vice president and director of the UAW Ford Department; **Wendy Fields-Jacobs** is the executive administrative assistant to King; **Greg Drudi** is an administrative assistant to King; **Frank DiGiorgio** is the top administrative assistant to Settles; **Frank Keatts**, **Darryl Nolen** and **Ruben Flores** are administrative assistants to Settles; **Lisa Burnett**, **Dave Berry**, **Bill Eaddy**, **Donald Hunter**, **Gloria Moya**, **Juanita Quann**, **Bob Rebecca**, **Brock Roy** and **Kevin Tolbert** are assistant directors of the UAW Ford Department; **Mike Nicholson** is general counsel of the UAW; **Cindy Suemnick** is administrative assistant to King and directs the UAW Health and Safety Department. **Susanne Mitchell** is director of the UAW Social Security Department; **Linda Ewing** is director of the UAW Research Department; **Eric Perkins** is director of the UAW Strategic Research Department; **Robin Burnett**, UAW Local 1970, Dearborn, Mich., is chairman of the UAW Ford National Salaried Negotiating Committee and represents Subcouncil 8; **Chris Borsellino**, UAW Local 1970, Dearborn, Mich., Subcouncil 8; **Jeff Leinenger**, UAW Local 400, Utica, Mich., Subcouncil 8; **Terry White**, UAW Local 600, Dearborn, Mich., Subcouncil 8; **Pamela Wilson**, UAW Local 863, Sharonville, Ohio, Subcouncil 8.



Keatts



Flores



Nolen



Berry



Burnett



Eaddy



Hunter



Moya



Quann



Rebecca



Roy



Tolbert



Mitchell



Ewing



Perkins



Suemnick



Burnett



Borsellino



Leinenger



White



Wilson