

APPENDIX O

MEMORANDUM OF UNDERSTANDING
RETURN TO BASIC UNIT

The parties recognize that some employees placed in a plant may have the desire to return to their "home" plant or Basic Unit or, in the case of employees from closed locations, to return to other plants in the same zone as their Basic Unit. The parties recognize also that, in affording such employees the opportunity to return, it is necessary to do so in a manner consistent with the maintenance of quality and efficiency in both the releasing and accepting plants. Accordingly, the purpose of this Agreement is to provide methods and procedures and to detail the circumstance whereby eligible employees will be offered the opportunity to return to their Basic Unit or, in the case of employees from closed locations, to return to other plants in the same zone as their Basic Unit.

1. Eligible employees are those active employees who have been assigned, subsequent to October 24, 2011, to a plant other than their Basic Unit pursuant to the provisions of Appendix N, or other special placement programs. Employees who have transferred among plants where local agreements allow employees to be placed in a plant other than their Basic Unit are not eligible for transfer under this provision. Active Employees who have voluntarily transferred to a permanent job opportunity within the same zone terminate their seniority to all other facilities. Employees who transfer to a permanent job opportunity outside of their current zone will maintain their Basic Unit so long as they do not take the enhanced relocation moving allowance.
2. In-Progression employees will be eligible for Return to Basic Unit (RTBU) rights under Appendix O upon transferring to an out-of-zone location so long as they do not take the enhanced relocation moving allowance. Additionally, after four years of seniority; they will become eligible for in-zone RTBU rights under Appendix O.
3. Eligible employees will automatically be considered to return to the plant which is their Basic Unit or, in the case of

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employees from closed locations, to return to other plants in the same zone as their Basic Unit. Local management is responsible for communicating this process to employees. Copies of acceptances and declines will be forwarded to the National Ford Department.

4. Employees placed in-zone or out-of-zone subsequent to the Effective Date of the Agreement will be eligible to return to their Basic Unit as set forth below. Such employees shall be placed (in seniority order) on a "return home" list at the plant which is their Basic Unit. Employees will be surveyed for Return to Basic Unit opportunities in seniority order. An employee (in-zone and out-of-zone transfers) will not be eligible for Return to Basic Unit opportunities prior to six months from the date on which the employee is transferred to a plant other than their Basic Unit. A separate list of employees from closed locations who have applied to return to the zone of their Basic Unit will be maintained by the Labor Affairs Office and the National Ford Department.
5. Each facility will maintain an applicant listing for use by the local parties.
6. Should a Ford Motor Company plant with a "return home" list have employment requirements, it will combine its "return home" list and recall list (if any) in seniority order and recall from such combined list until its needs are met or such combined list is exhausted. Should the combined list be exhausted and additional employment required, it will fill further openings in accordance with the provisions of this memorandum and other applicable agreements between the parties and then by hire or rehire. However, employees from closed locations will be returned to available work at other plants in the same zone as their Basic Unit in accordance with the Placement Hierarchy, Appendix N, Attachment C.
7. Should an employee return to their Basic Unit or, in the case of employees from closed locations, to a plant in the same zone as the employee's Basic Unit, under the provisions of paragraph 5 above, the employee will retain no seniority rights at the "releasing" plant. Should an employee on the Return to Basic Unit list, as described under paragraph 3

above, subsequently refuse an offer of return, the employee shall be offered no other rights under this Memorandum.

8. The provisions of this Memorandum will have no impact on the application of Article VIII, Section 1(b) of the Collective Bargaining Agreement. 8.
9. It is recognized that the plant from which the eligible employee is released must do so in a manner consistent with the maintenance of quality and efficiency. Accordingly, no eligible employee will be released until a fully trained replacement is available. Consistent with these principles, it is recognized that the rate at which employees are released may vary due to the types of jobs held by "returnees", the availability of replacement personnel, product or new model launch, releasing plant staffing requirements, etc. Where possible, Management will endeavor to release employees within 30 days provided the location has the flexibility to employ a provisional workforce. Disputes regarding this issue may be immediately referred to the Company's Labor Affairs Office and the UAW's National Ford Department for resolution. Division and Operations Labor Relations personnel will be re-advised of the importance of prompt release of returning employees.
10. Employees transferring pursuant to the provisions of this Memorandum will be eligible for moving allowances provided by Article IX, Section 28(b) of the Collective Bargaining Agreement on the same basis as a laid off employee. Such employee also, upon acceding to their home plant will be placed on available work and will not be eligible to alter the vacation schedules in effect at the time of their return.
11. The parties recognize that the provisions of this Memorandum have complex administrative implications. Accordingly, claims of violation are not subject to the Grievance Procedure (Article VII of the Collective Bargaining Agreement) but instead may be resolved through the Appeal Procedure to the National Job Security, Operational Effectiveness and Sourcing Committee.