

**UAW-FORD JOINT DIVERSITY AND INCLUSION COMMITTEES
– NATIONAL AND LOCAL**

November 5, 2015

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

Dear Mr. Settles:

Subject: UAW-Ford Joint Diversity **and Inclusion** Committees –
National and Local

Diversity in the workplace continues to be an important and recurring topic throughout numerous discussions between the Company and the Union during the 2015 negotiations. Workplace diversity encompasses all of the many differences that define employees as unique and valuable individuals, including but not limited to culture, ethnicity, race, nationality, gender, **gender identity/expression**, age, abilities, disabilities, opinions, religion, beliefs, union affiliation, education, experience, military status, sexual orientation, marital status, and family status. Although the concept of diversity highlights our differences as individuals, the true value of workplace diversity is that such differences can create a whole that is more than the sum of its components – a group of individuals, whose collective strengths are derived from understanding, appreciating, and capitalizing on their particular personal attributes.

The parties share a vision of diversity **and inclusion** in the workplace: an environment that promotes a culture, which encourages every individual to contribute fully to the success of their workplace while achieving maximum personal fulfillment. The contributions – actual as well as potential – of all employees, regardless of differences, must be recognized, tapped, and appreciated. Such a harmonious environment will foster positive working relationships among all employees, thus allowing UAW-Ford people to succeed to the best of their abilities. Ultimately, this will result in a stronger Ford Motor Company, in turn leading to greater job security. But fundamentally, and perhaps most importantly, diversity **and inclusion** is a matter of respect for the other human beings with whom we spend a significant portion of our

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lives – our co-workers. Union and Company leadership alike embrace this vision.

For many years the Company and Union, in their respective fields, have been leaders in adopting and effectuating policies against sexual harassment and discrimination as well as harassment and discrimination because of ethnicity, race, nationality, gender, **gender identity/expression**, age, disabilities, religion, union affiliation, sexual orientation, marital status, and family status. To this end, the parties have continued in their Agreement an “Equal Application of Agreement” provision that both ensures adherence to that principle in all aspects of employment at Ford Motor Company and provides the Grievance Procedure for the resolution of alleged violations of that principle.

In addition, the parties recognize the desirability of increased communication and cooperative efforts for the following purposes:

- To encourage employees and grievance representatives to use the contractual Grievance Procedure as the exclusive method for prompt resolution of all claims of denied equal application rights;
- To determine the cause of such claims, arising or recurring;
- To maintain liaison with appropriate federal and state civil and human rights agencies;
- To increase understanding and seek solutions to mutual problems;
- To promote and encourage use of the Grievance Procedure in order to avoid multiplicity of litigation in many forums simultaneously, which is frequently time consuming, contradictory and hence, nonproductive to relieving employee problems;
- To relieve tensions in the areas of equal application, diversity and sexual harassment; and
- To exchange information, expertise and advice.

Accordingly, the parties agree to UAW-Ford National discussions on Joint Diversity **and Inclusion** and to continue the UAW-Ford

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National Joint Diversity **and Inclusion** Committee, and the UAW-Ford Local Joint Diversity **and Inclusion** Committees.

National Joint Diversity **and Inclusion** Committee:

The UAW-Ford National Joint Diversity **and Inclusion** Committee will consist of four (4) members, two (2) representatives identified by the UAW-Ford Department and two (2) members identified by the Company. The UAW-Ford National Joint Diversity **and Inclusion** Committee will meet during jointly agreed to meetings or joint program events between the UAW-Ford Department and Corporate Labor Affairs. Its functions shall be the following:

- Review and discuss, (1) ways and means of encouraging employees and grievance representatives to use the Grievance Procedure as the exclusive contractual method to resolve claims of denial of equal application rights and (2) general matters concerning the subject of sexual harassment.
- Conduct or arrange, as appropriate, for investigations and/or studies into claims of denied equal application rights and discrimination problems and tensions in an attempt to prevent such problems from arising or recurring.
- Maintain liaison with appropriate federal and state agencies.
- Maintain liaison with Corporate Personnel Relations and Equal Employment Planning Office and the UAW Civil and Human Rights Department.
- Advise and counsel UAW-Ford Local Joint Diversity **and Inclusion** Committees.
- Develop and provide training for UAW-Ford Local Joint Diversity **and Inclusion** Committee members.
- Review, discuss and recommend ways and means to facilitate awareness of equal application, diversity and sexual harassment issues.
- **Discuss ways to implement and support the Employee Resource Groups (ERGs) and their activities at all locations.**

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- Design, develop and implement training programs and other strategies to increase employee awareness of and promote constructive dialogue regarding diversity **and inclusion**. These programs and strategies will address sexual harassment, diversity and equal application issues. It is envisioned that these programs and strategies will be comprehensive, including hourly and salaried employees as appropriate (e.g., supervisors, superintendents, human resources representatives, and plant management).
- Oversight of delivery of diversity **and inclusion** strategies implemented at all UAW-represented Ford locations.
- The committee will be encouraged to attend both the UAW Civil Rights Conference and the Ford Diversity **and Inclusion** Conference.
- UAW-Ford joint funds will be a source of support for these initiatives.

Local Joint Diversity **and Inclusion** Committee:

At each plant or facility that the Collective Bargaining Agreement covers, a UAW-Ford Local Joint Diversity **and Inclusion** Committee will be established consisting of **eight (8)** members, **five (5)** representatives of the Local Union and three (3) representatives of the Company. The **five (5)** representatives of the Local Union shall consist of the Local Union President, or designee, the Local Chairperson of the Unit Committee, **the remaining three (3) should consist of** Local Union members with diversity responsibilities or expertise. The three (3) representatives of the Company shall be the Plant Manager, or designee, and a Company official at the plant, active in the Company's equal employment opportunity program and another member(s) designated by the Company Plant Manager. Local Joint Diversity **and Inclusion** Committees will meet on a **monthly** basis, (**quarterly for PS&L locations**), or as frequently as is mutually deemed desirable or necessary and its functions shall be the following:

- Recommend to the UAW-Ford National Joint Diversity **and Inclusion** Committee ways and means of promoting use of

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the Grievance Procedure as the exclusive contractual method for resolving claims of denial of equal application rights.

- Monitor progress of implementation of diversity **and inclusion** strategies and training, including new hire and experienced hire orientation, report to the UAW-Ford National Joint Diversity **and Inclusion** Committee, requesting assistance, as appropriate.
- **Identify proactive training opportunities for the Local membership and leadership and recommend training that will promote a respectful workplace.**
- Offer suggestions to the UAW-Ford National Joint Diversity **and Inclusion** Committee and **Local Management** on ways to facilitate awareness and greater understanding of equal application and diversity issues.
- Suggest guidelines for Union and Company representatives, active in the Grievance Procedure in the proper and prompt handling of grievances alleging such claims and consider whether other means of handling allegations of sexual harassment should be used.
- Recommend to the UAW-Ford National Joint Diversity **and Inclusion** Committee, means for determining the cause of claims of denied equal application rights and discrimination problems and tensions in the plant.
- Comply with all procedures as established by the UAW-Ford National Joint Diversity **and Inclusion** Committee.
- Submit minutes of meetings and all other related data to the UAW-Ford National Joint Diversity **and Inclusion** Committee **monthly**.
- The UAW-Ford Local Joint Diversity **and Inclusion** Committee will be **strongly** encouraged to attend both the UAW Civil Rights Conference, and **the Annual UAW-Ford Diversity and Inclusion** Conference. **Additionally, the Local Diversity and Inclusion Members may request consideration for attendance at other Diversity training**

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events not to exceed one (1) per calendar year. Approval and funding to be reviewed by the National Diversity and Inclusion Committee.

Members of the UAW-Ford Local Joint Diversity **and Inclusion** Committees will receive pay for approved time spent planning for and attending scheduled meetings, **developing and implementing work plans for Diversity related initiatives/events, and submit progress reports and/or meeting minutes monthly to the UAW-Ford National Diversity and Inclusion Committee.**

The UAW-Ford Local Joint Diversity **and Inclusion** Committees may meet with the Local Diversity Councils to discuss diversity issues of mutual concern.

The parties continue to recognize their legal and moral responsibility for assuring that all Ford Motor Company employees have equal employment opportunities and freedom from discrimination as set forth in Article X, Section 9 of the Collective Bargaining Agreement. Consequently, the function of the Local Joint Diversity **and Inclusion** Committees shall be advisory, consultative, and cooperative. While the Company and the Union will welcome the recommendations the Committees may make, the Committees may not commit either party to a specific course of action. However, the Union agrees that it will discourage its members from bypassing the Grievance Procedure with respect to any claim or complaint against the Company, which may be made the subject of a grievance under the contract.

Very truly yours,

**Bill Dirksen,
Vice President
Labor Affairs**

Concur: Jimmy Settles

November 5, 2015

**UAW-FORD JOINT EQUALITY AND DIVERSITY COMMITTEES
– NATIONAL AND LOCAL**

**Mr. Jimmy Settles
Vice President and Director
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Settles:

**Subject: UAW-Ford Joint Equality and Diversity Committees-
National and Local**

During the 2015 negotiations the parties agree to change the name of the Joint Equality and Diversity Committees-National and Local as shown below to reflect the current industry standard for the naming of committees related to diversity and inclusion initiatives.

**From: UAW-Ford Joint Equality and Diversity Committees –
National and Local**

**To: UAW-Ford Joint Diversity and Inclusion Committees –
National and Local**

Very truly yours,

**Jack Halverson,
Manager
Union Relations**

Concur: Jimmy Settles