



151 W. Jefferson Avenue  
Detroit, MI 48226  
(313) 392-7000

## UAW-Ford Voluntary Employees' Beneficiary Association (VEBA) Trust Fund

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July 31, 2024

TO: UAW-Ford Hourly Employees  
UAW-Ford Hourly Retirees

You are receiving this Notice because you are a Participant in the **UAW-Ford Joint Benefits Programs Plan ("Plan")**, supported by the UAW-Ford Voluntary Employees' Beneficiary Association Trust Fund ("VEBA").

Pursuant to federal law, this Notice is a Summary of Material Modification ("SMM") under the Employee Retirement Income Security Act of 1974, as amended ("ERISA") and advises you of changes in the information presented in the VEBA Plan Document (which is also the Summary Plan Document or "SPD").

Please read and keep copies of these materials for your records. Please keep in mind receipt of these documents does not confer or guarantee eligibility for benefits.

If you have any questions regarding the information contained in this SMM or would like to request a copy of any or all described amendments, you may reach out to the Plan and VEBA at **151 W. Jefferson Avenue, Detroit, MI, 48226** or **(313) 392-7000**.

Plan information also can be found at the UAW-Ford Joint Trusts Center website located at:

[UAW-Ford Joint Trusts Center: Reporting & Disclosure \(uawford.org\)](http://uawford.org)

Thank you for your attention to this important notice.

Sincerely,

Board of Trustees  
UAW-Ford VEBA Trust

## SUMMARY OF MATERIAL MODIFICATIONS

This summary of material modifications (“SMM”) is intended to provide you with an easy-to-understand description of certain changes to your benefits under the VEBA Plan.

The Board of Trustees (or their duly authorized designees) reserves the right, in their sole and absolute discretion, to amend, modify or terminate the Plan, or any benefits provided under the Plan, in whole or in part, at any time and for any reason, in accordance with the applicable amendment procedures established under the Plan and the VEBA Agreement and Declaration of Trust establishing the Plan (the “Trust Agreement”). No individual other than the Board of Trustees (or their duly authorized designee) has any authority to interpret the Plan, to make any promises to you about benefits under the Plan, or to change any provision of the Plan. Only the Board of Trustees (or their duly authorized designee) has the exclusive right and power, in their sole and absolute discretion, to interpret the terms of the Plan and decide all matters, legal and/or factual, arising under the Plan.

### **Apprenticeship and Training Program Probationary Period and Industrial Readiness Certificate Program (“IRCP”)**

On June 11, 2024, the Trustees of the VEBA amended the Plan Document, Article V, Section 5.3(f)(i) and (ii) to increase the probationary period under the Apprenticeship Program from **3 months** to **6 months** of active employment with Ford as an Apprentice.

On the same day, the Trustees of the VEBA amended the Plan Document, Article V, Section 5.3(c)(ii)(D) to permit hourly covered employees to use benefits provided under the UAW-Ford Tuition Assistance Program to pay for tuition, fees and books for IRCP courses as described in Article V, Section 5.3(c)(ii) of the Plan Document.

### **UAW-Ford Community Engagement Scholarship Program for Dependent Children (“CES”) Name, Benefit and Eligibility Changes**

On June 11, 2024, the Trustees of the VEBA amended the Plan Document, Article VI, Section 6.8(a) and (b) to change the name of the CES Program to reflect the name as agreed to between the Union and Ford during bargaining in 2023. The name of the CES Program is now the “*UAW-Ford Scholarship for Dependent Children*” and may be referred to as the “SDC” or “Scholarship.”

On the same day, the Trustees of the VEBA amended the Plan Document, Article VI, Sections 6.8(a) and (c) to permit the Scholarship to cover compulsory fees and textbooks incurred by an employee’s eligible dependent children for qualifying post-secondary educational institutions, up to the amount described in the next section of this SMM.

On the same day, the Trustees of the VEBA amended the Plan Document, Article VI, Sections 6.8(b)(i) and 6.8(b)(i)(D) to permit the Scholarship to cover tuition, fees and textbooks incurred for graduate level courses.

Lastly, on the same day, the Trustees of the VEBA amended the Plan Document, Article VI, Section 6.8(d)(i)(D) to no longer require that Scholarship applicants submit a Verification of Volunteer Service Form with their application.

**UAW-Ford Tuition Assistance Program Benefit Amounts and Eligibility**

On June 11, 2024, the Trustees of the VEBA amended the Plan Document, Article VI, Sections 6.1–6.6 to increase the amounts and limits for benefits offered under the UAW-Ford Tuition Assistance Program, reflecting the agreements between the Union and Ford during bargaining in 2023.

The new benefit amounts and limits under the Tuition Assistance Program are as follows:

Programs/Benefits	Benefit Amount Provided	
	Old Amount	New Amount
Educational Training Assistance Program (“ETAP”)	\$6,000	\$8,000
Personal Development Assistance (“PDA”) Program	\$3,000	\$4,000
UAW-Ford Scholarship for Dependent Children	\$1,500	\$1,600
Allowance for Laid-Off Employees	\$20/day	\$35/day
Survivor Education and Training Assistance Program (“SETAP”) <sup>1</sup>		
Active/On-Leave Employees	Up to \$12,000	Up to \$16,000
Work-Related Incidents	Up to \$30,000	Up to \$40,000
<b>Benefit Limits</b>		
Total Tuition Assistance ( <i>aggregate of ETAP, PDA, and National Vocational Retraining Assistance Program (“NVRAP”) benefits</i> )	<b>Prior Limit</b>	<b>New Limit</b>
	\$6,000	\$8,000
Book Reimbursements ( <i>ETAP, PDA<sup>2</sup> and NVRAP</i> )	Up to \$600 of <u>total</u> Tuition Assistance Benefit	Up to \$1,000 of <u>total</u> Tuition Assistance Benefit

<sup>1</sup> As further explained in Article VI, Section 6.2 of the Plan Document, SETAP benefits are available only to the spouse or dependent children of a *deceased* participant, and the benefit amount varies on the participant’s cause of death and their remaining Tuition Assistance benefit.

<sup>2</sup> For textbooks purchased for Educational Enrichment Courses (“EECs”) under the PDA Program, this limit is **\$1,500** out of the **\$4,000** total PDA benefit.

On the same day, the Trustees of the VEBA amended the Plan Document, Article VI, Section 6.1 to permit active, temporary UAW-represented hourly employees who have been on active employment rolls for **90 days or more** to use all benefits under the ETAP and PDA Programs *except* for Educational Enrichment Courses described in Article VI, Section 6.1(c)(iii).

Lastly, on the same day, the Trustees of the VEBA amended the Plan Document, Article VI, Section 6.7 to allow covered employees on an approved **educational leave of absence** to receive ETAP, PDA and NVRAP benefits, consistent with all other terms of the Tuition Assistance Program.

### **Retiree Tuition Assistance Program (“RETAP”) Benefits**

On June 11, 2024, the Trustees of the VEBA amended the Plan Document, Article VI, Section 6.6(a)(ii) to permit **all** retirees, not just those who live in areas without a local UAW-Ford facility or Union Hall, to use the \$2,000 annual RETAP allotment to attend classes at approved colleges or universities.

### **Wellbeing and Fitness Center Program (the “Fitness Center Program”) Name, Benefit Amounts, and Eligibility**

On June 11, 2024, the Trustees of the VEBA amended the Plan Document, Article VII, Sections 7.2(a), (a)(i) and (c) to change the name of the Fitness Center Program offered under the Employee Support Services Program (“ESSP”) to reflect the name as agreed to by the Union and Ford during bargaining in 2023. The name of the program is now the “**Wellbeing** and Fitness Center Program.”

On the same day, the Trustees of the VEBA amended the Plan Document, Article VII, Section 7.2(a)(i)(B), to increase the amount of the Fitness Voucher provided to hourly employees at Parts, Supply and Logistics (“PS&L”) locations who do not have access to an onsite or near-site fitness center from **\$250.00** to **\$350.00**.

On the same day, the Trustees of the VEBA added Article VII, Section 7.2(c)(iv) to the Plan Document, granting eligible retirees access to the onsite or near-site fitness centers provided under the ESSP.

On June 21, 2023, the Trustees of the VEBA added Article VII, Section 7.2(c)(iii) to the Plan Document, requiring covered employees and retirees to sign a liability waiver and provide proof of eligibility to participate in the Fitness Center Program.

**UAW-Ford Voluntary Employees  
Beneficiary Association Trust Fund  
151 West Jefferson  
Detroit, MI 48232-5009**

**Summary Annual Report for the  
UAW-Ford Voluntary Employees Beneficiary  
Association Trust Fund**

This is the summary annual report for the UAW-Ford Voluntary Employees Beneficiary Association Trust Fund, EIN 85-0748670, Plan number 501 for the period January 1, 2022 to December 31, 2022. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

**Basic Financial Statement**

The value of plan assets, after subtracting liabilities of the plan, was \$32,882,041 as of December 31, 2022, compared to \$34,048,794 as of January 1, 2022. During the plan year the plan experienced an increase or (decrease) in its net assets of \$-1,166,753. This increase or (decrease) includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$6,385,269 including employer contributions of \$6,322,448, employee contributions of \$0, realized gains or (losses) of \$0 from the sale of assets, and earnings from investments of \$0.

Plan expenses were \$10,221,060. These expenses included \$3,798,756 in administrative expenses, \$6,422,304 in benefits paid to participants and beneficiaries, and \$0 in other expenses.

**Your rights to additional information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report.

- An accountant's report
- Financial information and information on payments to service providers

To obtain a copy of the full annual report, or any part thereof, write or call the office of Joint Board of Trustees UAW-FORD Voluntary Employee Beneficia Assoc, who is the plan administrator, 151 West Jefferson Avenue, Detroit, MI, 48232-5009, 313-392-7100. These portions of the report are furnished without charge.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not

include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

Joint Board of Trustees UAW-FORD  
Voluntary Employee Beneficia Assoc  
Plan Administrator  
151 West Jefferson Avenue  
Detroit, MI 48232-5009

and at the following address:

UAW-Ford Voluntary Employees  
Beneficiary Association Trust Fund  
Plan Sponsor  
151 West Jefferson  
Detroit, MI 48232-5009  
85-0748670

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to:

Public Disclosure Room  
Room N-1513  
Employee Benefits Security Administration  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210