

Appendix W  
Memorandum of Understanding  
Alternative Work Schedules

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During 2011 Negotiations, the parties discussed the importance of alternative work schedules (AWS) to meet changing customer demand, maximize the utilization of our facilities, and ensure that we have the flexibility to respond quickly to market fluctuations.

Alternative Work Schedules have a long and successful history at Ford Motor Company. Both parties acknowledge the mutual benefits derived from such schedules. These benefits include but are not limited to increased employment levels and greater job security, improved work-life balance, enhanced plant utilization, expanded production capability, improved asset utilization, increased profitability, and focused responsiveness to customer demand.

The parties also recognize that alternative work schedules must be flexible enough to provide local parties the ability to implement a schedule that meets the requirements of the business and supports the unique operating conditions and workforce makeup of their facility. Consequently, there are key principles that will govern the future establishment and use of alternative work schedules. These principles are as follows:

- Provisions of an alternative work schedule agreement may differ from the provisions of the Master Agreement; however, the agreement as a whole generally should neither advantage nor disadvantage either party as compared to a traditional schedule.
- Pay and compensation practices for AWS schedules identified in this Appendix should not differ among plants using the same pattern. For example, employees on the same alternative work schedule at two different facilities should be governed by the same overtime premium provisions.
- Employees will receive premium time when they work on their regular day(s) off (RDO) provided they have first worked and/or been compensated for their base schedule.

The parties acknowledge alternative work schedules are complex. It is important all employees understand the schedule they may be assigned, including all the provisions associated with that schedule. The information must be clear, concise, and accessible. Thus, the parties have established this Alternative Work Schedule Appendix for the benefit of all employees.

Article 1

I. Effective Date

This Memorandum shall take effect upon ratification of the 2011 UAW-Ford Collective Bargaining Agreement (CBA) ("Effective Date").

II. Applicability

The terms of this Memorandum apply to all employees at all Ford Motor Company facilities covered by the CBA. This Memorandum does not establish or govern wage rates, wage rate increases, overtime equalization, compensable codes, benefits, shift premiums, or vacation eligibility.

III. Right to Establish

When considering an alternative work schedule contained in this Appendix, local management will notify and discuss the business rationale for the change with the local Union leadership, the National Ford Department, and

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Labor Affairs. Following those discussions, the Company may, with a minimum of fourteen (14) days notice, transition between a traditional work schedule and/or an alternative work schedule selected from the alternative work schedules provided in this Memorandum.

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When considering alternative work schedules not contained in this Appendix, Local parties may develop unique alternative work schedules that are different in order to address unique operating issues. Local parties do not have the authority to negotiate compensation or pay rules. Prior to implementation of a unique alternative work schedule, approval in writing is required from the National Ford Department and Labor Affairs, consistent with Appendix J, Section D of the Collective Bargaining Agreement.

Article 2

I. Four 10 Hour Shift Agreement

a. Schedule

The AWS shall consist of a regular forty (40) hour weekly work schedule, starting on Monday of each week, based on four (4) ten (10) hour straight-time working days as follows:

<u>Mon</u> <u>1</u>	<u>Tues</u> <u>2</u>	<u>Weds</u> <u>3</u>	<u>Thu</u> <u>4</u>	<u>Fri</u> <u>(RDO-1)</u>	<u>Sat</u> <u>(RDO-2)</u>	<u>Sun</u> <u>(RDO-3)</u>
<u>10 hours</u> <u>straight</u> <u>time</u>	<u>10 hours</u> <u>straight</u> <u>time</u>	<u>10 hours</u> <u>straight</u> <u>time</u>	<u>10 hours</u> <u>straight</u> <u>time</u>	<u>RDO</u>	<u>RDO</u>	<u>RDO</u>

If production requirements exceed 40 hours per week, the plant will work the traditional, five (5) day work schedule, and all current provisions of the CBA will apply. The Company will ensure that employees are notified by Thursday of the prior week of the requirement for the additional day of production.

b. Overtime Premiums

The base schedule for this pattern is 40 hours worked and/or compensated; RDO premiums will not apply until this threshold is reached.

Hours worked and/or compensated in excess of 40 per week will be paid as follows:

- Time and one-half for all hours on the first and second Regular Day Off (RDO)
- Double time for all hours on the third RDO
- RDO Premiums are determined by the RDO day
- Time and one-half is paid for hours worked in excess of ten straight time hours unless the employee qualifies for double time.

c. Holiday Pay

- Employees who meet all of the General Eligibility Rules outlined in Article IX, Section 22 of the CBA will be paid ten (10) hours at their regular straight-time hourly rate including shift premium, but excluding overtime premium for each holiday falling on a day when they otherwise would have been scheduled to work.

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- On a holiday when they would not otherwise be scheduled to work, employees will be paid eight (8) hours at their regular straight-time hourly rate.
- All hours worked on the holiday that fall on a regular day of work (RDW) will be paid at double time. In addition, up to ten (10) straight time hours of holiday pay may be paid if eligible.
- All hours worked on the holiday that fall on an RDO will be paid at double time. In addition, up to eight (8) straight time hours of holiday pay may be paid if eligible.
- Holiday hours are midnight to midnight.
- Holiday pay for the full week of holidays between Christmas and New Year's will not exceed forty (40) straight-time hours of pay.

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d. Bereavement Pay

In situations where bereavement pay is appropriate, the provisions of Article IX, Section 19 of the CBA will be applicable except an eligible employee will receive bereavement pay of up to ten (10) straight-time hours, for each regularly scheduled workday up to three days for a qualifying immediate family member, or five (5) regularly scheduled days of work up to forty (40) hours for the death of a current spouse, parent, child, stepchild, or in the case of multiple deaths of members of the employee's immediate family.

e. Jury Duty and Short-Term Military Leave

Jury duty pay and short-term military pay will be compensated on the basis of the amount of wages the employee otherwise would have earned, 10 hours per day up to forty (40) hours a week less the amount of earnings received from the court, government, or military for that same time period. All other provisions of Article IX, Section 18 and 20 of the CBA apply.

f. Vacation, Excused Absence Allowance, and Family Days

Vacation and Excused Absence Allowance days will be paid based on the regular schedule, up to 40 straight time hours per week. Half days will be in increments of five (5) hours and full days will be in increments of ten (10) hours. Family days will be based on the regularly scheduled work day, up to 10 straight time hours. All other provisions of Article IX, Section 24 (i) of the CBA apply.

Article 3

I. Four Crew, Two Shift Agreement

a. Schedule

The AWS shall consist of two twelve (12) hour shifts seven days a week, using four (4) crews of employees, with each crew working four (4) days one week and three (3) days the next week as follows:

3 Day Work Week

<u>Mon</u> <u>1</u>	<u>Tues</u> <u>(RDO-1)</u>	<u>Weds</u> <u>(RDO-2)</u>	<u>Thu</u> <u>2</u>	<u>Fri</u> <u>3</u>	<u>Sat</u> <u>(RDO-3)</u>	<u>Sun</u> <u>(RDO-4)</u>
12  10 hours straight time, 2 hours at time and one-half	RDO	RDO	12  10 hours straight time, 2 hours at time and one-half	12  10 hours straight time, 2 hours at time and one-half	RDO	RDO

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4 Day Work Week

Mon (RDO-1)	Tues 1	Weds 2	Thu (RDO-2)	Fri (RDO-3)	Sat 3	Sun 4
RDO	12	12	RDO	RDO	12	12
	10 hours straight time, 2 hours at time and one-half	10 hours straight time, 2 hours at time and one-half			10 hours straight time, 2 hours at time and one-half	10 hours straight time, 2 hours at double time

b. Overtime Premiums

The base schedule for the 3 day work week is 36 hours worked and/or compensated. The base schedule for the 4 day work week is 48 hours worked and/or compensated. RDO premiums will not apply until these thresholds are reached.

Hours worked and/or compensated in excess of the base schedule per week will be paid as follows:

- Time and one-half for all hours on the first and second Regular Day Off (RDO)
- Double time for all hours on the third and fourth RDO
- RDO Premiums are determined by the RDO day
- Time and one-half is paid for hours worked in excess of ten straight time hours unless the employee qualifies for double time.
- Double time is paid for hours worked in excess of ten straight time hours on the Sunday in the 4 day week.

c. Holiday Pay

- Employees who meet all of the General Eligibility Rules outlined in Article IX, Section 22 of the CBA will be paid twelve (12) hours at their regular straight-time hourly rate including shift premium but excluding overtime premium for each holiday falling on a day when they otherwise would have been scheduled to work.
- On a holiday when they would not otherwise be scheduled to work, such employees will be paid eight (8) hours at their regular straight-time hourly rate.
- All hours worked on the holiday that fall on a regular day of work (RDW) will be paid at double time. In addition, up to twelve (12) straight time hours of holiday pay may be paid if eligible.
- All hours worked on the holiday that fall on an RDO will be paid at double time. In addition, up to eight (8) straight time hours of holiday pay may be paid if eligible.
- Holiday hours are midnight to midnight.
- Holiday pay for the full week of holidays between Christmas and New Year's will not exceed forty (40) straight-time hours of pay.

d. Bereavement Pay

In situations where bereavement pay is appropriate, the provisions of Article IX, Section 19 of the CBA will be applicable except an eligible employee will receive bereavement pay of up to twelve (12) straight-time hours, for each regularly scheduled workday up to three days for a qualifying immediate family member, or five (5) regularly scheduled days of work up to forty (40) hours for the death of a current spouse, parent, child, stepchild, or in the

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case of multiple deaths of members of the employee's immediate family. For purposes of three day bereavement only, if an employee has not received forty (40) hours pay and/or compensated hours, the employee will be offered opportunities which may include overtime to ensure forty (40) hours of pay during the week in which he receives bereavement pay.

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e. Jury Duty and Short-Term Military Leave

Jury duty pay and short-term military pay will be compensated on the basis of the amount of wages the employee otherwise would have earned, 12 hours per day up to forty (40) hours a week less the amount of earnings received from the court, government, or military for that same time period. All other provisions of Article IX, Section 18 and 20 of the CBA apply.

f. Vacation, Excused Absence Allowance, and Family Days

Vacation and Excused Absence Allowance days will be paid based on the regular schedule; thirty six (36) straight time hours for each week of vacation on the three (3) day work week and forty (40) or forty eight (48) straight time hours for each week of vacation on the four (4) day week. Half days will be in increments of six (6) hours and full days will be in increments of twelve (12) hours. Family days will be based on the regularly scheduled work day, up to 12 straight time hours. All other provisions of Article IX, Section 24 (i) of the CBA apply.

g. Other Premiums

Notwithstanding Article IX, Section 6 of the CBA, employees assigned to the four crew, two shift AWS will be paid a two and one-half percent premium.

Article 4

I. Seven on Seven Off

a. Schedule

The AWS shall consist of two shifts of between ten (10) and twelve (12) hour shifts seven days a week, using four (4) crews of employees, with each crew working four (4) days or three (3) days a week as follows:

Mon - Thurs

<u>Mon</u> <u>1</u>	<u>Tues</u> <u>2</u>	<u>Weds</u> <u>3</u>	<u>Thu</u> <u>4</u>	<u>Fri</u> <u>(RDO-1)</u>	<u>Sat</u> <u>(RDO-2)</u>	<u>Sun</u> <u>(RDO-3)</u>
10 hours straight time	10 hours straight time	10 hours straight time	10 hours straight time	RDO	RDO	RDO

Fri, Sat, Sun

<u>Mon</u> <u>(RDO-1)</u>	<u>Tues</u> <u>(RDO-2)</u>	<u>Weds</u> <u>(RDO-3)</u>	<u>Thu</u> <u>(RDO-4)</u>	<u>Fri</u> <u>1</u>	<u>Sat</u> <u>2</u>	<u>Sun</u> <u>3</u>
RDO	RDO	RDO	RDO	10 hours straight time	12 10 hours time and one quarter, 2 hours at time and one-half	12 10 hours time and one quarter, 2 hours at time and one-half

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b. Overtime Premiums

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Article IX, Section 12 Overtime Premiums-Seven-Day Operations will apply except as otherwise noted below. The base schedule in the example provided for the 3 day work week is 34 hours worked and/or compensated. The base schedule for the 4 day work week is 40 hours worked and/or compensated. RDO premiums will not apply until these thresholds are reached. The base schedule threshold will differ if the regular base schedule hours are less than those provided in the example.

Hours worked and/or compensated in excess of the base schedule per week will be paid as follows:

- Time and one-half for all hours on the first and second Regular Day Off (RDO), double time for all hours on the third and fourth RDO.
- RDO Premiums are determined by the RDO day
- Time and one-quarter is paid for the first ten hours worked on Saturday and Sunday unless the employee qualifies for time and one-half or double time
- Time and one-half is paid for hours worked in excess of ten straight time hours unless the employee qualifies for double time

c. Holiday Pay

- Consistent with Article IX, Section 12 and Section 22 (g), Employees who meet all of the General Eligibility Rules outlined in Article IX, Section 22 of the Master Agreement will be paid between ten (10) and twelve (12) hours at their regular straight-time hourly rate including shift premium but excluding overtime premium for each holiday falling on a day when they otherwise would have been scheduled to work. The hours paid will be based on the regular base schedule hours.
- On a holiday when they would not otherwise be scheduled to work, such employees will be paid eight (8) hours at their regular straight-time hourly rate.
- All hours worked on the holiday that falls on a regular day of work (RDW) will be paid at double time and one half.
- All hours worked on the holiday that falls on an RDO will be paid at double time. In addition, up to eight (8) straight time hours of holiday pay may be paid if eligible.
- Holiday pay for the full week of holidays between Christmas and New Year's will not exceed forty (40) straight-time hours of pay.

d. Bereavement Pay

In situations where bereavement pay is appropriate, the provisions of Article IX, Section 19 of the CBA will be applicable except an eligible employee will receive bereavement pay of up to twelve (12) straight-time hours, for each regularly scheduled workday up to three days for a qualifying immediate family member, or five (5) regularly scheduled days of work up to forty (40) hours for the death of a current spouse, parent, child, stepchild, or in the case of multiple deaths of members of the employee's immediate family. The hours paid will be based on the regular base schedule hours. For purposes of three day bereavement only, if an employee has not received forty (40) hours pay and/or compensated hours, the employee will be offered opportunities which may include overtime to ensure forty (40) hours of pay during the week in which he receives bereavement pay.

e. Jury Duty and Short-Term Military Leave

Jury duty pay and short-term military pay will be compensated on the basis of the amount of wages the employee otherwise would have earned, 12 hours per

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day up to forty (40) hours a week less the amount of earnings received from the court, government, or military for that same time period. All other provisions of Article IX, Section 18 and 20 of the CBA apply. The hours paid will be based on the regular base schedule hours.

f. Vacation, Excused Absence Allowance, and Family Days

Vacation and Excused Absence Allowance days will be paid based on the regular schedule. Half days will be in increments of six (6) hours and full days will be in increments of twelve (12) hours or up to forty (40) straight time hours for each week of vacation. Family days will be based on the regularly scheduled work day, up to 12 straight time hours. The half day and full day increments will differ if the regular base schedule hours are less than twelve (12) hours (e.g. 10 hours). All other provisions of Article IX, Section 24 (i) of the CBA apply.

g. Other Premiums

Consistent with Article IX, Section 21 of the CBA, employees assigned to the seven on seven off AWS will be paid a seven-day operations bonus.

Article 5

I. Four on Four Off

a. Schedule

The AWS shall consist of two shifts of between eleven and one-half (11.5) and twelve (12) hours seven days a week, using two (2) crews of employees, with each crew working four (4) days or three (3) days a week as follows:

Schedule Runs On An Eight Week Cycle

<u>Mon</u> <u>1</u>	<u>Tues</u> <u>2</u>	<u>Weds</u> <u>3</u>	<u>Thu</u> <u>4</u>	<u>Fri</u> <u>(RDO-1)</u>	<u>Sat</u> <u>(RDO-2)</u>	<u>Sun</u> <u>(RDO-3)</u>
12  10 hours straight time, 2 hours at time and one-half	12  10 hours straight time, 2 hours at time and one-half	12  10 hours straight time, 2 hours at time and one-half	12  10 hours straight time, 2 hours at time and one-half	RDO	RDO	RDO

<u>Mon</u> <u>(RDO-1)</u>	<u>Tues</u> <u>1</u>	<u>Weds</u> <u>2</u>	<u>Thu</u> <u>3</u>	<u>Fri</u> <u>4</u>	<u>Sat</u> <u>(RDO-2)</u>	<u>Sun</u> <u>(RDO-3)</u>
RDO	12  10 hours straight time, 2 hours at time and one-half	12  10 hours straight time, 2 hours at time and one-half	12  10 hours straight time, 2 hours at time and one-half	12  10 hours straight time, 2 hours at time and one-half	RDO	RDO

<u>Mon</u> <u>(RDO-1)</u>	<u>Tues</u> <u>(RDO-2)</u>	<u>Weds</u> <u>1</u>	<u>Thu</u> <u>2</u>	<u>Fri</u> <u>3</u>	<u>Sat</u> <u>4</u>	<u>Sun</u> <u>(RDO-3)</u>
RDO	RDO	12  10 hours	12  10 hours	12  10 hours	12  10 hours	RDO

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Mon (RDO-1)	Tues (RDO-2)	Weds <u>1</u>	Thu <u>2</u>	Fri <u>3</u>	Sat <u>4</u>	Sun (RDO-3)
		straight time, 2 hours at time and one-half	straight time, 2 hours at time and one-half	straight time, 2 hours at time and one-half	time and one quarter, 2 hours at time and one- half	

Mon (RDO-1)	Tues (RDO-2)	Weds (RDO-3)	Thu <u>1</u>	Fri <u>2</u>	Sat <u>3</u>	Sun <u>4</u>
RDO	RDO	RDO	12  10 hours straight time, 2 hours at time and one-half	12  10 hours straight time, 2 hours at time and one-half	12  10 hours time and one quarter, 2 hours at time and one- half	12  10 hours time and one quarter, 2 hours at time and one- half

Mon (RDO-1)	Tues (RDO-2)	Weds (RDO-3)	Thu (RDO-4)	Fri <u>1</u>	Sat <u>2</u>	Sun <u>3</u>
RDO	RDO	RDO	RDO	12  10 hours straight time, 2 hours at time and one-half	12  10 hours time and one quarter, 2 hours at time and one- half	12  10 hours time and one quarter, 2 hours at time and one- half

Mon <u>1</u>	Tues (RDO-1)	Weds (RDO-2)	Thu (RDO-3)	Fri (RDO-4)	Sat <u>2</u>	Sun <u>3</u>
12  10 hours straight time, 2 hours at time and one-half	RDO	RDO	RDO	RDO	12  10 hours time and one quarter, 2 hours at time and one- half	12  10 hours time and one quarter, 2 hours at time and one- half

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Mon 1	Tues 2	Weds (RDO-1)	Thu (RDO-2)	Fri (RDO-3)	Sat (RDO-4)	Sun 3
12  10 hours straight time, 2 hours at time and one-half	12  10 hours straight time, 2 hours at time and one-half	RDO	RDO	RDO	RDO	12  10 hours time and one quarter, 2 hours at time and one- half

Mon 1	Tues 2	Weds 3	Thu (RDO-1)	Fri (RDO-2)	Sat (RDO-3)	Sun (RDO-4)
12  10 hours straight time, 2 hours at time and one-half	12  10 hours straight time, 2 hours at time and one-half	12  10 hours straight time, 2 hours at time and one-half	RDO	RDO	RDO	RDO

b. Overtime Premiums

Article IX, Section 12 Overtime Premiums-Seven-Day Operations will apply except as otherwise noted below. The base schedule in the example provided for the 3 day work week is 36 hours worked and/or compensated. The base schedule for the 4 day work week is 48 hours worked and/or compensated. RDO premiums will not apply until these thresholds are reached. The base schedule threshold will differ if the work hours are less than twelve (12) hours (e.g. 11.5 hours).

Hours worked and/or compensated in excess of the base schedule per week will be paid as follows:

- Time and one-half for all hours on the first and second Regular Day Off (RDO), double time for all hours on the third and fourth RDO.
- RDO Premiums are determined by the RDO day
- Time and one-quarter is paid for the first ten hours worked on Saturday and Sunday unless the employee qualifies for time and one-half or double time
- Time and one-half is paid for hours worked in excess of ten straight time hours unless the employee qualifies for double time.

c. Holiday Pay

Consistent with Article IX, Section 12 and Section 22 (g), Employees who meet all of the General Eligibility Rules outlined in Article IX, Section 22 of the Master Agreement will be paid twelve (12) hours at their regular straight-time hourly rate including shift premium but excluding overtime premium for each holiday falling on a day when they otherwise would have been scheduled to work. The hours paid will be based on the regular base schedule hours.

- On a holiday when they would not otherwise be scheduled to work, such employees will be paid eight (8) hours at their regular straight-time hourly rate.

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- All hours worked on the holiday that falls on a regular day of work (RDW) will be paid at double time and one half.
- All hours worked on the holiday that falls on an RDO will be paid at double time. In addition, up to eight (8) straight time hours of holiday pay may be paid if eligible.
- Holiday pay for the full week of holidays between Christmas and New Year's will not exceed forty (40) straight-time hours of pay.

d. Bereavement Pay

In situations where bereavement pay is appropriate, the provisions of Article IX, Section 19 of the CBA will be applicable except an eligible employee will receive bereavement pay of up to twelve (12) straight-time hours, for each regularly scheduled workday up to three days for a qualifying immediate family member, or five (5) regularly scheduled days of work up to forty (40) hours for the death of a current spouse, parent, child, stepchild, or in the case of multiple deaths of members of the employee's immediate family. The hours paid will be based on the regular base schedule hours. . For purposes of three day bereavement only, if an employee has not received forty (40) hours pay and/or compensated hours, the employee will be offered opportunities which may include overtime to ensure forty (40) hours of pay during the week in which he receives bereavement pay.

e. Jury Duty and Short-Term Military Leave

Jury duty pay and short-term military pay will be compensated on the basis of the amount of wages the employee otherwise would have earned, 12 hours per day up to forty (40) hours a week less the amount of earnings received from the court, government, or military for that same time period. All other provisions of Article IX, Section 18 and 20 of the CBA apply. The hours paid will be based on the regular base schedule hours.

f. Vacation, Excused Absence Allowance, and Family Days

Vacation and Excused Absence Allowance days will be paid based on the regular schedule. Half days will be in increments of six (6) hours and full days will be in increments of twelve (12) hours or up to forty (40) straight time hours for each week of vacation. Family days will be based on the regularly scheduled work day, up to 12 straight time hours. All other provisions of Article IX, Section 24 (i) of the CBA apply.

g. Other Premiums

Consistent with Article IX, Section 21 of the CBA, employees assigned to the four on four off AWS will be paid a seven-day operations bonus.

Article 6

I. Three Crew Agreement

a. Schedule

The AWS shall consist of a regular forty (40) hour weekly work schedule, with three crews, based on four (4) straight-time ten (10) hour working days as follows:

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A Crew

<u>Mon</u> <u>1</u>	<u>Tues</u> <u>2</u>	<u>Weds</u> <u>3</u>	<u>Thu</u> <u>4</u>	<u>Fri</u> <u>(RDO-1)</u>	<u>Sat</u> <u>(RDO-2)</u>	<u>Sun</u> <u>(RDO-3)</u>
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Mon <u>1</u>	Tues <u>2</u>	Weds <u>3</u>	Thu <u>4</u>	Fri (RDO-1)	Sat (RDO-2)	Sun (RDO-3)
10 hours straight time	10 hours straight time	10 hours straight time	10 hours straight time	RDO	RDO	RDO

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**B Crew**

Mon (RDO-1)	Tues <u>1</u>	Weds <u>2</u>	Thu <u>3</u>	Fri <u>4</u>	Sat (RDO-2)	Sun (RDO-3)
RDO	10 hours straight time	10 hours straight time	10 hours straight time	10 hours straight time	RDO	RDO

**C Crew**

Mon <u>1</u>	Tues (RDO-1)	Weds (RDO-2)	Thu (RDO-3)	Fri <u>2</u>	Sat <u>3</u>	Sun <u>4</u>
10 hours straight time	RDO	RDO	RDO	10 hours straight time	10 hours straight time	10 hours straight time

**b. Overtime Premiums**

The base schedule for this pattern is 40 hours worked and/or compensated; RDO premiums will not apply until this threshold is reached. Hours worked and/or compensated in excess of 40 per week will be paid as follows:

- Time and one-half for all hours on the first and second Regular Day Off (RDO)
- Double time for all hours on the third RDO
- RDO Premiums are determined by the RDO day
- Time and one-half is paid for hours worked in excess of ten straight time hours unless the employee qualifies for double time.

**c. Holiday Pay**

- Employees who meet all of the General Eligibility Rules outlined in Article IX, Section 22 of the Master Agreement will be paid ten (10) hours at their regular straight-time hourly rate including shift premium, but excluding overtime premium for each holiday falling on a day when they otherwise would have been scheduled to work.
- On a holiday when they would not otherwise be scheduled to work, employees will be paid eight (8) hours at their regular straight-time hourly rate.
- All hours worked on the holiday that fall on a regular day of work (RDW) will be paid at double time. In addition, up to ten (10) straight time hours of holiday pay may be paid if eligible.
- All hours worked on the holiday that fall on an RDO will be paid at double time. In addition, up to eight (8) straight time hours of holiday pay may be paid if eligible.
- Holiday hours are midnight to midnight.
- Holiday pay for the full week of holidays between Christmas and New Year's will not exceed forty (40) straight-time hours of pay.

**d. Bereavement Pay**

In situations where bereavement pay is appropriate, the provisions of Article IX, Section 19 of the CBA will be applicable except an eligible employee will

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receive bereavement pay of up to ten (10) straight-time hours, for each regularly scheduled workday up to three days for a qualifying immediate family member, or five (5) regularly scheduled days of work up to forty (40) hours for the death of a current spouse, parent, child, stepchild, or in the case of multiple deaths of members of the employee's immediate family.

e. Jury Duty and Short-Term Military Leave  
Jury duty pay and short-term military pay will be compensated on the basis of the amount of wages the employee otherwise would have earned, 10 hours per day up to forty (40) hours a week less the amount of earnings received from the court, government, or military for that same time period. All other provisions of Article IX, Section 18 and 20 of the CBA apply.

f. Vacation, Excused Absence Allowance, and Family Days  
Vacation and Excused Absence Allowance days will be paid based on the regular schedule, up to 40 straight time hours per week. Half days will be in increments of five (5) hours and full days will be in increments of ten (10) hours. Family days will be based on the regularly scheduled work day, up to 10 straight time hours. All other provisions of Article IX, Section 24 (i) of the CBA apply.

g. Other Premiums  
Employees assigned to the C Crew will be paid a ten percent premium for all hours worked on regularly scheduled work days regardless of shift.

Article 7

I. Three Twelve Hour Shifts Agreement

a. Schedule  
The AWS shall consist of two twelve (12) hour shifts with two consecutive days a week and one floating day a week, each crew working three (3) days a week as follows:

<u>Mon</u> <u>(RDO-1)</u>	<u>Tues</u> <u>(RDO-2)</u>	<u>Weds</u> <u>1</u>	<u>Thu</u> <u>(RDO-3)</u>	<u>Fri</u> <u>(RDO-4)</u>	<u>Sat</u> <u>2</u>	<u>Sun</u> <u>3</u>
RDO	RDO	12  10 hours straight time, 2 hours at time and one-half	RDO	RDO	12  10 hours time and one quarter, 2 hours at time and one-half	12  10 hours time and one quarter, 2 hours at time and one-half

b. Overtime Premiums  
Article IX, Section 12 Overtime Premiums-Seven-Day Operations will apply except as otherwise noted below. The base schedule for the work week is 36 hours worked and/or compensated. RDO premiums will not apply until this threshold is reached.

Hours worked and/or compensated in excess of the base schedule per week will be paid as follows:

- Time and one-half for all hours on the first and second Regular Day Off (RDO), double time for all hours on the third and fourth RDO.

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- RDO Premiums are determined by the RDO day
- Time and one-quarter is paid for the first ten hours worked on Saturday and Sunday unless the employee qualifies for time and one-half or double time
- Time and one-half is paid for hours worked in excess of ten straight time hours unless the employee qualifies for double time.

c. Holiday Pay

- Consistent with Article IX, Section 12 and Section 22 (g), Employees who meet all of the General Eligibility Rules outlined in Article IX, Section 22 of the Master Agreement will be paid twelve (12) hours at their regular straight-time hourly rate including shift premium but excluding overtime premium for each holiday falling on a day when they otherwise would have been scheduled to work.
- On a holiday when they would not otherwise be scheduled to work, such employees will be paid eight (8) hours at their regular straight-time hourly rate.
- All hours worked on the holiday that falls on a regular day of work (RDW) will be paid at double time and one half.
- All hours worked on the holiday that falls on an RDO will be paid at double time. In addition, up to eight (8) straight time hours of holiday pay may be paid if eligible.
- Holiday pay for the full week of holidays between Christmas and New Year's will not exceed forty (40) straight-time hours of pay.

d. Bereavement Pay

In situations where bereavement pay is appropriate, the provisions of Article IX, Section 19 of the CBA will be applicable except an eligible employee will receive bereavement pay of up to twelve (12) straight-time hours, for each regularly scheduled workday up to three days for a qualifying immediate family member, or five (5) regularly scheduled days of work up to forty (40) hours for the death of a current spouse, parent, child, stepchild, or in the case of multiple deaths of members of the employee's immediate family. For purposes of three day bereavement only, if an employee has not received forty (40) hours pay and/or compensated hours, the employee will be offered opportunities which may include overtime to ensure forty (40) hours of pay during the week in which he receives bereavement pay.

e. Jury Duty and Short-Term Military Leave

Jury duty pay and short-term military pay will be compensated on the basis of the amount of wages the employee otherwise would have earned, 12 hours per day up to forty (40) hours a week less the amount of earnings received from the court, government, or military for that same time period. All other provisions of Article IX, Section 18 and 20 of the CBA apply.

f. Vacation, Excused Absence Allowance, and Family Days

Vacation and Excused Absence Allowance days will be paid based on the regular schedule. Half days will be in increments of six (6) hours and full days will be in increments of twelve (12) hours up to forty (40) straight time hours. Family days will be based on the regularly scheduled work day, up to 12 straight time hours. All other provisions of Article IX, Section 24 (i) of the CBA apply.

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g. Other Premiums

Consistent with Article IX, Section 21 of the CBA, employees assigned to the three twelve hour schedule will be paid a seven-day operations bonus.

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Article 8

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I. Unique Situations

a. Christmas Holiday Scheduling

During these negotiations, the parties discussed employees assigned to an alternate work schedule with Saturday and/or Sunday as a regularly scheduled work day. We recognize the impact this will have on the Christmas Holiday period production schedule during the course of this agreement, specifically, the waiver of Article IX, Section 22 (a)(3)(ii) of the CBA. This will result in the plant being scheduled to run and/or support production as follows:

- Saturday, December 24, 2011
- Sunday, December 25, 2011
- Saturday, December 29, 2012
- Sunday, December 30, 2012
- Saturday, December 28, 2013
- Sunday, December 29, 2013
- Saturday, December 27, 2014
- Sunday, December 28, 2014

The Company recognizes the issues inherent with running production on the aforementioned days, and agrees to not schedule production on those days provided the local parties continue to work together, as they have in the past, to develop and execute a volume recovery plan that makes up the lost units prior to the time off specified above.

For pay periods ending December 25, 2011, December 30, 2012, December 29, 2013, and December 28, 2014, the Company agrees to pay an employee an amount equal to the difference between the total number of hours paid, including overtime, plus all hours made available to the employee to be paid and forty (40) straight time hours. Should any issues arise surrounding this agreement, they may be referred to the National Ford Department and Labor Affairs.

b. Weekend Shifts

Management shall have the right to designate, during a model year period, Saturday shifts and Sunday shifts as mandatory overtime workdays. Because the open capacity in a three crew operation is on both Saturday and Sunday, the number of mandatory Saturday and Sunday shifts per crew shall be consistent with the number of mandatory Saturday shifts outlined in Appendix H Part A, Section 4 and Appendix H Part A, Section 3 will be waived.

The parties agree that these mandatory Saturday and Sunday shifts shall be up to 10 hours in length. Local management and the local union will develop a plan to utilize volunteers for mandatory overtime weekend shifts. In the absence of enough qualified volunteers, employees on the B Crew will be mandatorily scheduled on the Saturday shift; employees on the A Crew will be mandatorily scheduled on the Sunday shift.

All other Saturdays and Sundays are voluntary, except as otherwise provided in Appendix H Section 7, and employees may decline to work any other Saturday or Sunday during such model year, provided (i) he shall have notified the Company in accordance with Paragraph 16 and (ii) he has not been absent for any reason on any day during the week preceding any Saturday/Sunday which he

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elects not to work.

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c. Hours in Excess of Ten Per Shift/Crew

It was agreed that the Company may schedule mandatory production hours up to 10.7 hours per shift/crew to meet ten hour production schedules. It is understood that scheduled production hours beyond 10.7 per shift/crew require mutual agreement of the local union and management.

Disputes involving the application of this provision will be reviewed by the National Ford Department and Labor Affairs.

d. Altering the Schedule

The parties recognize that there may be occasions when it may be beneficial to alter the work schedule at AWS locations, resulting in the movement of a scheduled work day to another more convenient period, particularly surrounding holiday weekends. It is understood that the local parties may jointly agree to such changes, provided they do not result in a decrease in productivity or capacity or increase in costs.

e. Benefits

Benefits for employees on an alternative work schedule will continue to be administered by the Memorandum of Understanding entitled, "Handling of Benefits for Alternative Work Schedule Employees".

f. Changes to Existing Patterns and Future Administration

The parties recognize that this Appendix has implications to existing alternative work schedules. As soon as practicable after ratification, the National Ford Department and Labor Affairs will review the adjustments to current schedules including overtime premiums and base schedule requirements with the local parties to ensure that employees are compensated consistent with the intent of this Appendix.

Local Labor Relations will continue to be responsible for ensuring that the appropriate departments (i.e. TWOS, Central Timekeeping, and Employee Payments) receive any programming changes to payroll systems in a timely manner.

Except as specifically provided in this Memorandum, all provisions of the 2011 CBA, Supplementary Agreements and understandings, and local agreements existing as of the Effective Date shall apply to employees covered by this Memorandum.

Disputes, local and national, involving the application or interpretation of this Memorandum and/or locally developed alternative work schedules will be reviewed by the National Ford Department and Labor Affairs.

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