

Exhibit 'B'  
(Oakville)

Supplemental Agreement  
to AGREEMENT between



Ford Motor Company  
Of Canada, Limited

And



**UNIFOR**  
theUnion | lesyndicat

National Union, Unifor

**November 7, 2016**

**LOCAL 707**

**EXHIBIT 'B' (OAKVILLE)**

to the agreement dated **November 7, 2016** between Ford Motor  
Company of Canada, Limited and **Unifor**

**SUPPLEMENTAL AGREEMENT  
(OAKVILLE)**

(1) Except where otherwise expressly stated in this supplemental agreement:

"Employee" shall mean an employee within the bargaining unit of which Local 707 is the bargaining agent.

(2) (a) If an opening occurs in **the plant**, the employee having the greatest amount of seniority and who is able and willing to perform the work required and who makes application hereunder shall be deemed the successful applicant.

(b) (i) When an opening occurs in **the plant** which is to be filled under paragraph (2)(a), a notice of the opening shall be posted in the **plant** and shall remain posted for **one (1) week**. Notice of job openings shall be posted as early as **practical** on **Wednesdays**.

(ii) **Notices of job openings shall be posted no more frequently than every second Wednesday.**

(c) Openings within the following classifications shall be deemed as base classifications:

<i>Classification Code</i>	<i>Classification Title</i>
<b>301B</b>	<b>Assembler #1</b>
<b>334B</b>	<b>Transfer &amp; Line Up</b>
<b>383B</b>	<b>Body Buck Set-up</b>
<b>395B</b>	<b>Body Sealer</b>

(d) **An employee shall not be eligible to apply for another opening under the provisions of this paragraph (2) for a period of six (6) calendar months from the date of his/her transfer to an opening for which he/she was the successful applicant.**

(e) (i) Notwithstanding the provisions of paragraph (2)(d), an employee who is a successful applicant on a utility classification opening shall not be eligible to apply for another opening under the provisions of this paragraph (2) for a period of nine (9) calendar months from the date of his/her transfer to an opening to which he/she was the successful applicant under (2)(a).

(ii) Notwithstanding the provisions of paragraph (2)(d), an employee who is a successful applicant on any of the classification openings listed in the following table shall not be eligible to apply for another opening under the provisions of this paragraph (2) for a period of nine (9) calendar months from the date of his/her transfer to an opening to which he/she was the successful applicant under paragraph (2)(a):

<i>Classification Code</i>	<i>Classification Title</i>
316B	Dingperson
317B	Metal Finish Touch Up & Repair
352B	Repair General Vehicle
353B	Repairperson Trim
354B	Repair Paint Finish Vehicle
357B	Repairperson Salvage
358B	Repair Finalizing
369B	Small Tool Repairperson
392B	Paint Process Equipment Tech
394B	Repair Motors
398B	Behr Operator

(iii) The provisions of 2(e)(i), 2(e)(ii) and 2(e)(iii) shall not affect the eligibility of an employee who, during the period of three (3) months subsequent to his/her transfer has been transferred out of the classification for which he/she was the successful applicant, provided that he/she notifies the company of such transfer in his/her application, and

(i) the transfer was not made at the request of the employee, or

(ii) the transfer was not made because the employee failed satisfactorily to perform the work required of him/her.

(f) **A pro-tem employee that has been allocated to a classification shall not be eligible to apply for another opening under the provisions of this paragraph (2) for a period of three (3) months from the date of his/her transfer to an opening for which he/she was allocated.**

(3) Paragraph (2) shall not be construed to prevent the company from:

(a) allocating or reallocating operations to employees within each classification from time to time;

(b) allocating or reallocating operations to employees within a department as provided in section 15.33 of the master agreement.

(4) (a) If an opening occurs in one of the trades listed in appendix 'H', the employee in such trade having the greatest amount of seniority and who is able and willing to perform the work required and who makes application hereunder shall be deemed the successful applicant.

**(b) (i)** When an opening occurs in a trade which is to be filled under paragraph (4)(a), a notice of the opening shall be posted trade-wide and shall remain posted for **one (1) week**. Notice of job openings shall be posted as early as possible on **Wednesdays**.

**(ii) Notices of job opening shall be posted no more frequently than every second Wednesday.**

**(c)** An employee shall not be eligible to apply for another opening under the provisions of this paragraph for a period of six (6) calendar months from the date of his/her transfer to an opening for which he/she was the successful applicant under this paragraph. This shall not affect the eligibility of an employee who, during the period of six (6) months subsequent to his/her transfer, has been transferred out of the classification in the department wherein the opening existed for which he/she was the successful applicant provided that he/she notifies the company of such transfer in his/her application, and:

**(i)** the transfer was not made at the request of the employee, or

**(ii)** the transfer was not made because the employee failed satisfactorily to perform the work required of him/her.

**(5)** Paragraph (4) shall not be construed to prevent the company from:

**(a)** allocating or reallocating operations to employees within each classification in a department from time to time,

**(b)** allocating or reallocating operations to employees within each classification during a layoff.

**(6)** Any proposed promotion or demotion of an employee, except those affecting supervisory positions, will be first discussed with the committeeperson in the zone concerned.

**(7)** It will be the responsibility of the employment and placement department to discuss any transfers required to fill such openings as are contemplated in paragraph (4) with the supervisor of the department in which the opening occurs and, together with the supervisor, a member of the employment and placement department shall discuss such transfers with the committeeperson of the zone in which the opening occurs.

**(8) (a)** The company and Local 707 have agreed to adopt the Apprenticeship Plan set out in appendix 'J' of the master agreement for the purpose of training apprentices at Oakville in accordance with the standards set out in the Apprenticeship Plan.

**(b)** The apprenticeship program at Oakville will provide for training in the following skilled trades:

Electrical  
Millwright

Additional trades may be designated from time to time by the Local Joint Apprenticeship Committee.

**(9)** The parties agree that this supplemental agreement will continue in full force and effect without change so long as the master agreement remains in effect.

**LETTERS AND STATEMENTS EXCHANGED  
BETWEEN  
LOCAL 707 AND THE COMPANY**

April 23, 1968

Mr. E. Bruce  
President  
Local 707(UAW)  
Box 666  
Oakville, Ontario

For the information of all concerned the following letters and statements exchanged between Local 707 and the company are reproduced and appear hereafter.

These letters and statements do not form part of the Collective Agreement.

January 15, 1962

Mr. R. R. Lisson  
Industrial Relations Manager  
Ford Motor Company of Canada, Limited  
Oakville, Ontario

Dear Mr. Lisson:

We recognize the importance to the company and the union of maintaining power houses, etc., in operation during disputes, and that at such times employees, employed in any power house, boiler house, propane plant, transformer station or any sub-station of the company, employees required for urgent maintenance repairs to the company's plants and the company's plant supervision, plant protection staff and office staff and personnel should be able to move freely through picket lines. I write to confirm that this arrangement will be scrupulously observed by this Local. To eliminate any possibility of confusion the company will in such circumstances provide a means of identification for each employee and shall notify the union of the persons concerned.

Yours very truly  
President  
Local 707 (UAW)

Dear Mr. Bruce:

During the current negotiations the union has sought certain assurances with respect to the use of probationary employees when production standards are being established. It was explained to the union that the company has no reason or desire to select a probationary employee in preference to a seniority operator when making time study observations to establish a normal standard. It is company policy to make its observations on the operator assigned to the job at the time the study is to be made, providing he is physically suited for the job and is sufficiently experienced. The company has no policy that encourages - or permits - the assignment of a probationary employee to an operation expressly for the purpose of establishing a production standard on that operation.

Yours very truly,  
A. A. McKenzie  
Industrial Relations Manager  
Oakville Assembly Plant

January 31, 1971

Mr. E. Bruce  
President Local 707 UAW  
Oakville, Ontario

Dear Mr. Bruce:

The possibility that a change in existing shift rotation cycles at the Oakville Assembly Plant could have advantages for all concerned was considered by the parties in the course of discussion during the current negotiations. In order to explore this possibility further, the company advised the representatives of Local 707 UAW that the company will change the shift rotation cycles at the Oakville Assembly Plant from the present 4-week cycle to a 2-week cycle within 30 days after the effective date of the new Collective Agreement, with the objective of continuing this arrangement in effect on a trial basis for a period of 6 months.

This change would not be made for the skilled trades at the Oakville Assembly Plant, but might be introduced by the company after discussions on the practicability of such a change.

Yours very truly,  
A. A. McKenzie  
Industrial Relations Manager  
Oakville Assembly Plant

December 9, 1973

Mr. Dennis McDermott  
Vice President and Canadian Director  
International Union, United Automobile,  
Aerospace and Agricultural Implement  
Workers of America (UAW)  
2450 Victoria Park Avenue  
Willowdale 425, Ontario

Dear Mr. McDermott:

This will confirm the understanding reached in 1973 negotiations that, on a job for which a production standard has been placed in effect at Oakville or St. Thomas and that standard is in dispute, the work elements and normalized elemental times will be furnished upon request without undue delay in writing to:

- (a) the steward or the special committeeman at Oakville,
- (b) the committeeman or the special committeeman at St. Thomas.

It is mutually recognized that it would be impractical to provide this information during periods of production acceleration or mix changes.

Yours very truly,  
K. Hallsworth  
Vice President  
Industrial Relations

November 14, 1976

Mr. P. Clancy  
President  
Local 707 (UAW)  
North Service Road  
Oakville, Ontario

Dear Mr. Clancy:

Several meetings were held during 1976 negotiations to discuss the administration of discipline at the Oakville plants. This dialogue resulted in several suggestions directed toward improving the handling of disciplinary matters, particularly in those cases where the employee was having difficulty in doing his work properly. Several of the suggestions which evolved were incorporated into a procedural outline which was intended to provide the basis for the administration of discipline in cases of this kind. A copy of this procedure is reproduced hereunder.

INFORMAL

- Step 1 Foreman discusses employee's performance with the employee.
- Step 2 Foreman discusses employee's performance with the employee and his steward.

FORMAL

- Step 3 Foreman tells employee that a Conduct Report has been lodged and he will be interviewed by a member of labour relations.
- Step 4 Labour relations receive Conduct Report, do investigation if necessary, and arrange time for interview.
- Step 5 Foreman tells employee that he is going to be interviewed by labour relations as a result of the Conduct Report issued previously.
- Step 6 Foreman or labour relations notifies steward of the time for the interview.
- Step 7 In attendance at the interview are the employee, steward, labour relations rep. and foreman. Labour relations rep. will conduct the interview similar to current practice.
- Step 8 Following completion of the interview, a meeting would take place at the request of any of the parties involved.
- Step 9 Following the meeting and a review of all the facts, the foreman would determine the penalty, if any, to be taken.
- Step 10 Employee is notified of the results.

The company also acknowledged that, at the request of the president of the appropriate local, this procedure may be adopted at other locations.

Yours very truly,  
D. J. Bedard  
Industrial Relations Manager  
Oakville Assembly Plant

September 24, 1990

Mr. W. VanGaal  
President, Local 707, CAW-Canada  
475 North Service Road, E.  
Oakville, Ontario  
L6H 1A5

Dear Mr. VanGaal:

During 1990 negotiations the union expressed a concern that a number of stewards did not participate in the journey man/woman health and safety training program because there was no provision for alternates to replace the stewards during the stewards' attendance at the 40-hour training.

The company agrees that, in this instance, the 40-hour journeyman/woman health and safety training program will be offered to the stewards who have not received the training and the stewards' alternates will be allowed to function during the stewards' attendance at the training.

In order to ensure that the plants' operations are not adversely affected by the scheduling of the foregoing training, it is agreed by the parties that the company may schedule the stewards to attend the training during a production downweek. In the absence of production downtime, the company will schedule the stewards to attend this training at appropriate times during the term of the Collective Agreement.

\_\_\_\_\_  
D. A. McLachlan  
Employee Relations Manager  
Ontario Truck Plant

\_\_\_\_\_  
P. L. McBain  
Employee Relations Manager  
Oakville Assembly Plant

September 24, 1990

Mr. R. White  
National President  
National Automobile, Aerospace and  
Agricultural Implement Workers  
Union of Canada (CAW-Canada)  
205 Placer Court  
Willowdale, Ontario  
M2H 3H9

Dear Mr. White:

During 1990 Negotiations, the company agreed that the Oakville Assembly Plant will have one appointed health and safety representative on the afternoon shift.

The parties agreed and understood that for purposes of work assignments and hours of work, this representative would be identified with the Oakville Assembly Plant and would be retained at work only when a full vehicle production shift in that plant is scheduled to work on the afternoon shift.

It was further agreed that in the event a production shift is removed at the Oakville Assembly Plant, authorization for the health and safety representative would be revoked within fourteen days following the elimination of the production shift.

Yours very truly,  
FORD MOTOR COMPANY  
OF CANADA, Limited  
D. J. McKenzie  
Vice President,  
Employee Relations

Concur: R. White

October 18, 1993

Mr. W. Van Gaal  
President - Local 707  
National Automobile, Aerospace and  
Agricultural Implement Workers  
Union of Canada (CAW-Canada)  
475 North Service Road East  
Oakville, Ontario  
L6H 1A5

Dear Mr. Van Gaal:

During the course of 1993 negotiations, the union and the company discussed matters related to the Learning Centre situated at the Oakville Assembly Plant.

Matters discussed included, but were not limited to, the parties' mutual satisfaction thus far with the overall utilization of the Learning Centre; the quality of the primary programs, many of which were jointly-developed, such as Best-in-Class, Leadership, Advanced SPC and Technical Training; the expertise of the organization's internal trainers, both hourly and salaried; the cooperative attitudes and collaborative approaches which are prevalent throughout the Learning Centre operation; and the significant contributions of the various training programs towards the preparation of the organization for the Windstar launch.

The parties during these discussions also acknowledged the critical role which various external agencies have played, through the provision of financial support and educational expertise.

Much of the parties' latter discussions regarding the Oakville Learning Centre focused on the future utilization of the Centre. There was considerable consistency between the respective views of the parties: the hope that the Learning Centre remains a viable operation within the Oakville Operations; the desire that the cooperative, collaborative approaches be sustained; and the joint dedication towards identifying and realizing the ways and means to ensure that the Learning Centre continues to be an integral part of the organizational undertakings at Oakville.

With respect to this last point, the company advised the union that it was developing a business plan for the operation of the Learning Centre following the Windstar launch. Elements of the business plan would address organizational structure; personnel matters; training subject matters; internal and external initiatives; and funding sources necessary to ensure a financially self-sufficient operation. Additionally, the business plan would include recommendations on the ways and means to provide for joint inputs and involvements regarding the Centre.

It remains the company's objective to have the Learning Centre business plan developed by year-end 1993, at which time company representatives will be looking forward to further discussions on this subject with the union.

Yours very truly,  
FORD MOTOR COMPANY  
OF CANADA, Limited  
P. L. McBain  
Employee Relations Manager  
Oakville Assembly Plant



September 19, 2005

Mr. G. Beck  
President - Local 707  
National Automobile, Aerospace,  
Transportation and General Workers  
Union of Canada (CAW-Canada)  
475 North Service Road East  
Oakville, Ontario  
L6H 1A5

Dear Mr. Beck,

During the 2005 negotiations the parties discussed a subsidy towards the purchase of safety shoes. The company agreed to pay seniority employees [Temporary Part-Time Employees after thirty (30) days of work] actively at work up to \$100.00 towards the purchase of safety footwear from company-approved sources, not more often than once each year commencing on or after September 15 of each year, through the payroll deduction program.

The parties also discussed continuing a special subsidy towards the purchase of construction safety shoes (green patch). The company agreed to pay seniority employees actively at work up to \$100.00 toward the purchase of construction safety footwear, once during the term of the 2005 Collective Agreement through the payroll deduction program under the following circumstances:

1. An employee has used his/her \$100.00 safety shoe rebate applicable within the twelve (12) month rebate period when he/she is required to work in a construction area designated by the company requiring construction safety footwear, or
2. An employee used one of his/her three subsidies to buy construction safety footwear to work in a designated construction area and is permanently assigned work outside the construction area within the same contract year.
3. It is understood that if safety footwear is purchased for less than \$100.00, the amount paid by the company will be the actual cost of the footwear.
4. An employee who elects to purchase safety footwear in accordance with the above understandings will be required to wear such footwear on the job.

Furthermore, the parties also discussed the special requirements of those production operators regularly assigned to work in spray paint booths. The company agreed to pay seniority employees in the applicable classifications who are actively at

work up to \$100.00 towards the purchase of additional safety footwear once during the term of the Collective Agreement through the payroll deduction system under the following circumstances:

1. The employee has been assigned to the eligible classification for a minimum of ninety (90) days following the effective date of the current Agreement.
2. It is understood that if safety footwear purchased is less than \$100.00, the amount paid by the company will be the actual cost of the footwear.
3. An employee who elects to purchase safety footwear in accordance with the above understandings will be required to wear such footwear on the job.

If it is determined by the company that an employee has misused or failed to comply with the requirements of the program, the employee will lose his/her eligibility for rebate.

It is understood by the parties that employees hired by the company as vacation replacements, more commonly referred to by the parties as "summer students", will not be entitled to participate in this program.

Yours very truly,  
FORD MOTOR COMPANY  
OF CANADA, Limited  
B. W. Droppo  
Human Resources Manager  
Oakville Assembly Plant

September 19, 2005

September 24, 2012

Mr. B. Hargrove  
National President  
National Automobile, Aerospace,  
Transportation and General Workers  
Union of Canada (CAW-Canada)  
205 Placer Court  
Toronto, Ontario  
M2H 3H9

Mr. G. Beck  
President – Local 707  
National Automobile, Aerospace,  
Transportation and General Workers  
Union of Canada (CAW-Canada)  
475 North Service Road East  
Oakville, Ontario  
L6H 1A5

Dear Mr. Hargrove:

During 2005 negotiations, the company agreed that the Oakville Assembly Plant will have one appointed health and safety representative on the night shift.

The parties agreed and understood that for purposes of work assignments and hours of work, this representative would be retained at work only when a full vehicle production shift in the plant is scheduled to work on the night shift.

It was further agreed that in the event a production shift is removed at the Oakville Assembly Plant, authorization for the health and safety representative would be revoked within fourteen days following the elimination of the production shift.

Yours very truly,  
FORD MOTOR COMPANY OF  
CANADA, Limited  
Stacey Allerton Firth  
Vice President,  
Human Resources

Dear Mr. Beck:

During 2012 negotiations, the company and the union discussed the application of Appendix T at Oakville. In light of fierce global competition and in order for the Oakville operations to remain attractive for future product allocation and substantial investment, the parties agreed to the establishment of an Appendix T "Relief Window" program at Oakville. An Appendix T Relief Window may be initiated by the company according to the following provisions:

- When outside contracting is required to complete projects such as:
  - Installations
  - Construction
  - De-construction
  - New vehicle program allocation or investment
- The company must provide the skilled trades chairperson thirty (30) days advance notice of its intention to establish a Relief Window
- The skilled trades chairperson will be afforded a meeting with the labour relations supervisor or his/her designate, and other company representatives, as required, for the purposes of engaging in meaningful discussion regarding the company's workforce requirements and capabilities in connection with the Relief Window. The thirty (30)-day advance notice period shall commence on this date.
- An established Window will remain open for a minimum of thirty (30) and a maximum of ninety (90)-days.
- Successive Windows applicable to a single cause will be established providing thirty (30)-days advance notice to the skilled trades chairperson is provided
- Windows in excess of ninety (90)-days will be established providing the work to be performed is determined by the company to be of a size and or scope that, upon review with the skilled trades chairperson, could not be contained

September 24, 2012

- to a single Window. An advance notice period of fourteen (14) days to extend a window will apply.
- During open Windows, outside contractors will be permitted to work Monday through Friday for a maximum of eight (8) hours in each day. There will be no corresponding obligation on the part of the company to fully utilize Ford forces. However, should contractors be required to work in excess of eight (8) hours on any day, an equal number of Ford employees in the applicable trade(s) working in excess of eight (8) hours will be offered the opportunity to work an equal number of overtime hours in the department where the work is being carried out. Should a one-to-one ratio not be reached in the department and the department has been exhausted, the balance of work opportunities will be offered to employees in other departments. Employees canvassed from other departments may perform work in any department, at the discretion of the company. Should the scope of a project require contractors to work Saturday or Sunday, an equal number of Ford employees in the applicable trade(s) working Saturday or Sunday will be offered the opportunity to work an equal number of overtime hours in the department where the work is being carried out. Should a one-to-one ratio not be reached in the department and the department has been exhausted, the balance of work opportunities will be offered to employees in other departments. Employees canvassed from other departments may perform work in any department, at the discretion of the company.
  - There can be no employees on layoff from the specific skilled trades(s) that will be employed during Window

In addition, it was agreed that there would be no restrictions applying the aforementioned during vacation shutdown or Christmas holiday periods.

Yours very truly,  
FORD MOTOR COMPANY OF  
CANADA, Limited  
G. M. Briscoe  
Human Resources Manager  
Oakville Assembly Complex

Mr. G. Beck  
President – Local 707  
National Automobile, Aerospace,  
Transportation and General Workers  
Union of Canada (CAW-Canada)  
475 North Service Road East  
Oakville, Ontario  
L6H 1A5

Dear Mr. Beck:

During 2012 negotiations the Company and the union reaffirmed their commitment to provide a safe and healthy workplace for employees. The parties agreed that practical solutions to health and safety matters are best achieved by responding to such matters in a cooperative manner. As such, the Company and the union agree to meet, following negotiations, with key stakeholders to be identified by the Plant Manager, Human Resources Manager, Risk Manager, Plant Chairperson, and Health and Safety Representatives to work together and to review issues related to health and safety (i.e. ergonomic, plant communication and facility issues) of the Oakville Assembly Complex during the life of this agreement.

Yours very truly,  
FORD MOTOR COMPANY OF  
CANADA, Limited  
G. M. Briscoe  
Human Resources Manager  
Oakville Assembly Complex

September 24, 2012

September 24, 2012

Mr. G. Beck  
President – Local 707  
National Automobile, Aerospace,  
Transportation and General Workers  
Union of Canada (CAW-Canada)  
475 North Service Road East  
Oakville, Ontario  
L6H 1A5

Mr. G. Beck  
President – Local 707  
National Automobile, Aerospace,  
Transportation and General Workers  
Union of Canada (CAW-Canada)  
475 North Service Road East  
Oakville, Ontario  
L6H 1A5

Dear Mr. Beck:

Dear Mr. Beck:

During 2012 negotiations the company and the union held extensive discussions regarding current health and safety performance trends at the Oakville Assembly Complex and the significant financial and morale burdens associated with the effectiveness of the existing medical placement process. Consistent with parties' mutual desire to identify meaningful work for employees requiring accommodation, the company and the union reaffirmed their commitments to the medical placement process in order to better position the Oakville Assembly Complex as being competitive both internally within the North American Manufacturing environment and in the broader Canadian region within the automotive industry (i.e. WSIB Rate Group).

During 2012, Negotiations, agreement on the following operational flexibility issues was reached effective September 24, 2012:

1. Mandatory Production Saturdays

Specifically, the union's WSIB representative(s) will be responsible for working with the Risk Manager, Medical department, Labour Relations, production management, and other union representatives to deploy effective medical placement processes. The Labour Relations Supervisor and the Plant Chairperson shall meet with the medical placement committee on a regular basis to discuss the progress made toward improving Oakville Assembly Plant's performance metrics associated with an effective medical placement process.

In order to meet future production volume forecasts commencing in the third quarter 2014, the company will have the ability to schedule one mandatory, eight (8) hour production Saturday per shift per month for a total of 24 mandatory production Saturdays in a calendar year. The scheduling of mandatory production Saturdays will be subject to the following conditions:

Yours very truly,  
FORD MOTOR COMPANY OF  
CANADA, Limited  
G. M. Briscoe  
Human Resources Manager  
Oakville Assembly Complex

- a) Production Saturdays will be scheduled on the day shift only.
- b) Production Saturdays will be split equally between shifts (i.e. 12 for A-shift and 12 for B-shift) unless an odd number of production Saturdays are required.
- c) A production Saturday will require three 3 weeks notification by the company to the union.
- d) Production Saturdays will not be scheduled on long weekends.
- e) Employees may request Excused Absence Allowance (EAA) consistent with local vacation scheduling practices
- f) Should the company cancel a previously scheduled production Saturday for reasons other than a labour dispute, fire, flood, machine breakdown, supplier issue or other causes which are beyond the control of the company, such cancellation will be applied to the twenty-four (24)

September 24, 2012

maximum annual production Saturday limit. The company will share the reason for such cancellation with the union.

- g) The parties agree that these actions will not limit the company's ability to schedule production overtime in accordance with the provisions of Appendix L, the 2004 Flexible Manufacturing Agreement and the 2006 Volume Increase Agreement.

To support the facilitation of successful production Saturdays, the position of Local 707 Manpower Coordinator will be established in the first quarter of 2013. The coordinator will report to the Local President and Human Resources Manager. The coordinator will be responsible for the successful administration of day off requests. In addition, the company will ensure that the established Temporary Part Time (TPT) program is implemented and adequately staffed with TPTs to enable the granting of forecasted day off requests.

## 2. Tag Relief

Consistent with the application of article 20.05 (a), the Company may use relief persons to provide employees with Tag Relief for a total of up to forty (40) minutes per eight (8) hour shift, inclusive of rest periods described in article 20.04.

Tag Relief will not commence earlier than one (1) hour after the starting time of the employee's shift.

Yours very truly,  
FORD MOTOR COMPANY OF  
CANADA, Limited  
G. M. Briscoe  
Human Resources Manager  
Oakville Assembly Complex

Mr. G. Beck  
President – Local 707  
National Automobile, Aerospace,  
Transportation and General Workers  
Union of Canada (CAW-Canada)  
475 North Service Road East  
Oakville, Ontario  
L6H 1A5

Dear Mr. Beck:

During 2012 negotiations, the parties had several discussions regarding the scheduling of the vacation shutdown period at Oakville. The parties acknowledged and agreed with the Company's ability to split vacation shutdown weeks consistent with U.S. facilities. Furthermore, the Company also agreed that in the event a split vacation shutdown period is required, the Company will endeavor to ensure that the second vacation week commences at least three weeks after the first scheduled vacation week.

Yours very truly,  
FORD MOTOR COMPANY OF  
CANADA, Limited  
G. M. Briscoe  
Human Resources Manager  
Oakville Assembly Complex

September 24, 2012

Mr. G. Beck  
President - Local 707  
National Automobile, Aerospace,  
Transportation and General Workers  
Union of Canada (CAW-Canada)  
475 North Service Road East  
Oakville, Ontario  
L6H 1A5

Dear Mr. Beck:

Global Ford Production System – Continuous Improvement

During 2012 negotiations, the parties discussed the concerns over increased global competition within the auto sector and the future of the Canadian operations.

The Company recognized that the CAW understood the future business outlook and the need to adopt a “continuous improvement” philosophy to improve manufacturing flexibility, cost effectiveness and the stability of the Canadian operations. Furthermore, the parties acknowledged that implementing the Company’s operating systems at Oakville to create aligned and capable organizations would directly support Ford’s global competitiveness, ONE FORD goals and manufacturing objectives to be “Best in the World”.

The parties affirmed their commitment to improving the business and reviewing avenues to improve safety, quality and overall productivity. The parties further recognized that the Global Ford Production System (GFPS) is an integral foundation to respond to changes in the current business environment and to improve employee job satisfaction. Accordingly, the parties committed to the implementation of GFPS standards as a means to drive continuous improvement in our facility and improve Ford of Canada’s overall competitive position.

In order to ensure that GFPS is fully established the parties agreed to conduct meaningful discussions at a local level upon completion of negotiations. Areas of discussion will include the establishment and implementation of appropriate team structures, skilled trades operational effectiveness/improvement and other opportunities identified in GFPS standards.

The parties also agree that the key measures of their combined success will be tied to delivering results aligned with established

operational/business performance metrics while respecting the collective agreement.

Yours very truly,  
FORD MOTOR COMPANY  
OF CANADA, Limited  
Gillian M. Briscoe  
Human Resources Manager  
Oakville Assembly Complex

September 24, 2012

Mr. G. Beck  
President - Local 707  
National Automobile, Aerospace,  
Transportation and General Workers  
Union of Canada (CAW-Canada)  
475 North Service Road East  
Oakville, Ontario  
L6H 1A5

Dear Mr. Beck:

Re: Skilled Trades Operational Effectiveness

During 2012 negotiations, the Company and the Union had extensive discussions on the highly competitive nature of the automotive industry and the need for all parties to work together to support continuous improvement initiatives at every organizational level. The parties further recognized the importance of a fully participative skilled trades workforce as an essential component in achieving operational effectiveness. Skilled trades expertise and versatility are best utilized in efforts to eliminate waste in our manufacturing processes, examples of which include:

- Reducing equipment downtime
- Improving production yields
- Reducing set-up and adjustment time
- Eliminating unnecessary costs
- Driving standardization.

It is through these and other similar efforts that the parties can best position themselves to maintain future job security. Recognizing that Ford facilities have already initiated some actions to fully leverage skilled trades talents and competitiveness, the Company and the Union have agreed to a framework that includes the following elements:

A. Mechanical Work Teams and Manufacturing Work Groups

Collaboration between functional groups is an essential element supporting the Company's objective of being "One Manufacturing – Best in World". The parties support the implementation of teams comprised of skilled trades (Mechanical Work Teams) and/or skilled

trades and production employees (Manufacturing Work Groups) that are involved in continuous improvement activities with the objective of accomplishing assignments up to the teams' level of capability. Consistent with this team structure, skilled trades will perform work that they are capable of performing safely without regard to traditional lines of demarcation through training and knowledge. Notwithstanding, core trade skills will be respected. While skilled trades team members will not be assigned cyclical production work, the parties acknowledge that in order to fully support the manufacturing operations, skilled trades employees may be required to perform locally established equipment start up and/or similar validation activities presently performed by skilled trades employees.

B. Production – Minor Maintenance Activities

Consistent with the vision of an aligned and capable workforce, the parties agree that minor maintenance activities, as agreed to locally, will be performed by Production Operators / Work Teams to improve overall equipment effectiveness in order to allow skilled trades employees to better focus their efforts on the elimination of waste.

The parties acknowledge that the framework will help promote better job security for skilled trades employees by supporting the company's initiatives in terms of continuous improvement and overall competitiveness. Except as provided for above, the parties agree that the application of this framework will respect the provisions of the collective agreement.

Yours very truly,  
FORD MOTOR COMPANY  
OF CANADA, Limited  
Gillian M. Briscoe  
Human Resources Manager  
Oakville Assembly Complex

November 7, 2016

Mr. D. Thomas  
President, Local 707  
Unifor  
475 North Service Road East  
Oakville, Ontario  
L6H 1A5

Dear Mr. Thomas:

During the course of 2016 negotiations, the company and the union had several discussions regarding the processing of vehicles off-site by third party vendors. The parties acknowledge and agree that building units in station and to standard is fundamental to providing our customers with best-in-world quality vehicles.

Both the company and the union acknowledge and agree that off-site vehicle processing is a necessary part of maintaining the highest quality vehicle standards. Of particular concern for the union was that vehicles with known open quality concerns would be shipped off-site for repair. The company advised the union that it would not knowingly ship customer vehicles with open quality concerns for repair to an off-site vendor. The company further re-affirmed its commitment to follow established internal quality and repair procedures utilizing Ford Oakville bargaining unit employees, prior to releasing a vehicle for shipment. Furthermore, the company agreed to evaluate the temporary expanded use of Ford Oakville bargaining unit employees during launches and extraordinary quality initiatives over and above the staffing requirements for existing internal procedures.

In addition, should a quality hold that requires off-site repair occur after a vehicle has been released, the company will advise the union with details such as the number of vehicles affected, the nature of the quality concern and the corrective action required.

Yours very truly,  
FORD MOTOR COMPANY OF  
CANADA, Limited  
G. M. Briscoe  
Human Resources Manager  
Oakville Assembly Complex

November 7, 2016

Mr. D. Thomas  
President, Local 707  
Unifor  
475 North Service Road East  
Oakville, Ontario  
L6H 1A5

Dear Mr. Thomas:

During 2016 negotiations, the company and the union held extensive discussions regarding meaningful changes to the heat stress program and how to balance the efficient management of the production operation.

The parties discussed solutions to ensure a more predictable and comfortable working environment for all employees, including improved communication, education, water distribution, cooling of building facilities, and provide additional heat relief.

The following improvements were identified for implementation in 2017:

- The company will undertake an education program to teach all hourly and salaried employees the difference between the heat index and the WBGT (wet bulb) readings taken in the plant;
- The company will utilize television screens already in the plant to communicate the timing and results of heat readings, as well as the timing of any planned water distribution and/or heat relief;
- The company will initiate water distribution within one hour of start of shift on days when the temperature is forecasted by Environment Canada to be at least thirty degrees celsius (30°C). This action will result in an increased distribution of water to employees;
- The company will purchase three (3) additional WBGT heat stress monitors for the use of the joint health and safety committee;
- The company will introduce portable evaporative cooling units in key areas in paint for the purpose of identifying if these are a long-term solution for that building;



- The company will initiate a pilot location of one (1) fixed WBGT in a workstation with appropriate security and surveillance devices;
- Heat relief time will be provided according to the tables below and the established practices outlined in the annual OAC heat management plan.

“Moderate” metabolic rated work areas:

WBGT reading (Celsius)	Relief Time
27	5 Minutes
27.5	8 Minutes
28	10 Minutes
28.5	13 Minutes
29	15 Minutes

“Light” metabolic rated work areas:

WBGT reading (Celsius)	Relief Time
30	5 Minutes
30.5	8 Minutes
31	10 Minutes
31.5	13 Minutes
32	15 Minutes

It is understood that if there is a breakdown in the hour of the relief, the breakdown time can be used towards the relief time providing the employees are clearly notified prior to the commencement of the relief. Those indirect operations not tied directly to the line operations are to remain self-regulated.

Yours very truly,  
**FORD MOTOR COMPANY OF CANADA, Limited**  
**G. M. Briscoe**  
**Human Resources Manager**  
**Oakville Assembly Complex**

## STATEMENTS -- 1962

It is agreed that in the application of sections 15.08, 15.09, 15.27, 15.28, 15.47, and 15.48 that when a steward or committeeman is continued at work, he shall be told the work to which he will be assigned before reporting; he shall be retained on such job unless and until the job runs out, and in the latter event he may be required to do other work available in his jurisdiction.

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A steward or committeeman will not be asked to continue working in excess of 8 hours per day or 40 hours per week if an employee in the jurisdiction or zone concerned would work less than 8 hours per day or 40 hours per week as a result of applying the provisions of sections 15.27 or 15.28 when no layoff, overtime or extra time is involved.

## STATEMENTS -- 1968

Local 707, U.A.W., has agreed that, whenever it is reasonably possible, notification of appointments and change in appointments of union representatives will be given to the company at least 24 hours before the day when the appointment or the change is to become effective.

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During discussions between the parties concerning references 535 and 536, it was apparent that the current shift times and the current shift cycle arrangements for tradesmen are satisfactory to all concerned. The company stated that except in situations arising out of an emergency it was their intention to discuss with the skilled trades chairman any proposed change to these shift schedules or rotation cycles prior to such change being implemented and further identified that such changes would not be of a frivolous nature. The reasons for the change would be identified to the skilled trades chairman at the discussions referred to.

With regard to reference number 88, the company stated that whenever the skilled trades chairman had a problem because he considered that a tradesman was required to work on a shift other than his regularly scheduled shift simply as a means of circumventing another provision of the collective agreement, the company would be willing to meet with the skilled trades chairman and the plant chair man concerned to discuss the problem.

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The following confirms the statement made by the company to local 707 that it is the normal practice at the Oakville Operations to grant requests for union leave when such request is received with sufficient advance notice to allow for effective replacements to be arranged. The administrative procedure assures that approval of such leaves will not be unreasonably withheld.

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At Oakville it is normal practice to consider requests for extending personal leaves of absence on the merits of each individual case. The requirement for the services of the employee during the period concerned and the availability of qualified replacement personnel are factors of prime consideration. Where more than one such request affects the same area and all cannot be accommodated to then due consideration will be given to the relative seniority of the employees concerned, the date the request was received and other factors such as when the last such leave was granted.

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This is to confirm verbal statements made by the company during discussions with local 707 on the above reference number. When the company makes use of available time of production workers at Oakville for miscellaneous painting work, such use will be restricted to tool boxes, tool lockers, and trays used in connection with their work.

## STATEMENTS -- 1971

During the current negotiations lengthy discussions took place concerning the conditions relative to retaining and recalling employees in the utility classifications under section 15.35(g) of the Collective Agreement. As the basis of resolving this issue the company gave assurances to the union that whenever the provisions of 15.35(g) are used during model change periods such action will take into consideration the range of expected requirements in the department concerned and the recognition that such retention or recall is primarily for the purpose of having employees of the utility classifications available during the launching of new models to become fully familiar with the operations to be performed on the new models and to carry out the activities which are characteristic of the utility function.

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In the event that an employee's steward is unable to investigate a job and otherwise function as provided in section 30.04(b) of the Collective Agreement as a result of the time he has already been absent from his regular company duties, then, subject to the provisions of section 10.28, the employee's committeeman will be permitted to carry out the steward's responsibilities in accordance with section 30.04(b) on the day concerned.

## STATEMENTS -- 1973

During current negotiations, the company undertook, upon request, to provide periodically a list of current "pro tem" employees to a union representative at each location, except at Windsor, but not more frequently than once each month. For the purpose of this acknowledgment, a pro tem employee shall be interpreted to mean an employee whose assignment to work is subject to completion of the procedures governing the filling of openings in the Collective Agreement dated December 9, 1973.

This will confirm the company's practice at Oakville with respect to permitting the distribution, at the hourly employee pedestrian entrances, of informational pamphlets or leaflets to employees represented by local 707. Local 707 will be permitted to distribute only such notices as will have received the prior approval of the industrial relations manager or his nominee. Such approval will not be unreasonably withheld.

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In any case where a steward or committeeman at Oakville believes that a foreman has unreasonably withheld his consent for the steward or committeeman to function as provided in the Collective Agreement dated December 9, 1973, the matter may be brought to the attention of the industrial relations manager. The circumstances will be investigated promptly and appropriate action will be taken in any case where the provisions of section 10.32 have not been properly carried out.

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When conferences are initiated at the request of the company for the purpose of conducting area meetings at Oakville, the time spent at such conferences shall not be charged against the time allowance provided under the Collective Agreement for any committeeman. If the parties agree that it is necessary for a steward to attend such a conference, the time spent at such conference shall not be charged against the time allowance provided under the Collective Agreement for any steward.

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During current negotiations, the parties discussed the matter of requests by employees at Oakville for reassignment within a classification. The parties agreed to undertake a joint study to investigate the feasibility of a uniform procedure to allow an employee at Oakville, upon request, to change his job within his assigned classification.

During the course of negotiations, the parties engaged in considerable discussion concerning the parking lot facilities at Oakville. The company agreed to maintain the parking lot in good condition and to provide identification markers for aisles to assist employees to locate their personal vehicles.

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**SCHEDULE OF PROBATIONARY PLANS  
OAKVILLE**

The hourly wage rate applicable to an employee under a probationary plan will be the regular hourly wage rate of the classification in which he is working less the amount shown in the attached Schedule of Probationary Plans in accordance with the length of time he has worked in the classification.

For purposes of this Schedule of Probationary Plans, an employee will be regarded as transferred to a classification at the beginning of the first pay period following 3 continuous days of employment in such classification. All other increases in hourly wage rates provided under this Schedule of Probationary Plans will become effective at the beginning of the first pay period following completion of the required periods of time in the classification involved.

<i>Classification</i>	<i>Amount Less Than The Regular Hourly Wage Rate of The Classification</i>
Metal Finish & Touch Up Repair	
After transfer to classification	\$ .22
After completion of 160 hours	.17
After completion of 320 hours	.12
After completion of 480 hours	.05
After completion of 600 hours	.00
 Dingman	
After transfer to classification	\$ .22
After completion of 160 hours	.17
After completion of 480 hours	.12
After completion of 640 hours	.05
After completion of 900 hours	.00

## STATEMENTS -- 1976

During 1976 negotiations, discussions took place between the parties concerning the provision of coveralls and the frequency of issuance to employees employed on certain operations. The company reaffirmed to the union its policy to provide coveralls to such operations as frequently as required for reasons of health and safety. The company agrees to discuss the issuance of coveralls and the frequency of change on request of the Health & Safety representative.

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During the 1976 negotiations, discussions took place between the parties concerning the proper operation of heating units. The company assured the union that heaters would be checked to the extent possible by October 1st of each year, however, the parties recognized that heaters cannot be fully tested until climatic conditions require full steam pressure.

In addition the company assured the union that periodic checks would be made of the heaters and that the heaters would be maintained in proper working order.

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During current negotiations, the company assured the union that it would keep in its plant inventory for washrooms a spare urinal, toilet bowl, heater and flushometer.

During the 1976 negotiations, the company undertook to review industrial moving equipment to ensure that it is being properly maintained and that reasonable action would be taken to reduce any pollution which may be emitted.

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During recent negotiations the union outlined problems related to the placement of employees suffering medical disabilities and the union's desire to have these employees returned to the work they were performing at the time they received their medical restriction.

The company assured the union that it is the company's intent to return these employees to the jobs they were on at the time they were issued their medical restriction, subject to practical considerations.

In those situations where the union feels that there is a particular problem, it will bring it to the attention of management.

During the course of 1976 negotiations, discussions took place concerning the placement of employees suffering medical disabilities. The company agreed that when the company's medical advisors place a "permanent" work restriction on an employee, the employee would be placed in work that he is able to perform, and on the job of the most junior employee performing the work, regardless of shift.

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During 1976 negotiations, the company committed to verbally notify the committeeman concerned of those employees transferred as a result of a medical placement, compassionate reason, or indefinite layoff.

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During recent negotiations, the parties discussed the administration of Section 17.09(c) of the Collective Agreement dated November 14, 1976. It was agreed that, for the purpose of section 17.09(c), the date of the occurrence of the "opening" would be:

- 1) the date that the departmental opening is posted on the notice boards, or
- 2) in the case of an opening created by the transfer of an employee to the inactive roll, the effective date of such transfer as shown on the Status Record - Hourly Employee.

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The company told the union that it would not deliberately train employees in order to give them promotional opportunities to which they would not otherwise be eligible.

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In the case of employees on operations listed below, a dress up allowance will be provided for the duration of the new Collective Agreement, as follows:

Paint spraymen will be granted dress-up time in the amount of 15 minutes per diem, providing they register their attendance at least ten minutes prior to the start of the shift and register their departure from the plant not earlier than 5 minutes after the end of the scheduled shift.

Solder grinders, underbody deadner spraymen and rough grinders will be granted dress-up time in the amount of 15 minutes per diem, providing they register their attendance at least 5 minutes prior to the start of the shift and register their departure from the plant not earlier than 10 minutes after the end of the scheduled shift.

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During 1976 negotiations the company confirmed to local 707 that the current practice of paying employees during the first half of the shift will be continued.

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During the recently concluded negotiations, the company advised the union that the company would supply a limited number of parkas. These parkas would be made available to those employees who report for work expecting to work inside and are unexpectedly required to work outside.

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During recent negotiations, the union indicated that there were areas in the plants which, in their view, required the use of tar paper on the floor. The company agreed that, under certain conditions such as those which affect the safety of employees, tar paper may be used.

The company indicated that the views of union representatives would be given due consideration where tar paper may be required for the health or safety of employees.

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During 1976 negotiations, discussions took place between the parties concerning the availability of eye glass cleaning material in the plants at Oakville.

The company reaffirmed to the union, its intention of continuing to make eye glass cleaning material available, where necessary, for use by employees.

During 1976 negotiations, the company and the union discussed, at some length, the housekeeping practices and cleaning cycles in the plants at Oakville. Both parties recognize the need to maintain the plant in a clean condition and that good housekeeping practices require regular attention.

The company assured the union of its willingness to meet and discuss the housekeeping practices and cleaning cycles and, at such discussions, the union representatives will be given an opportunity to express their views and the company will give due consideration to the comments expressed by the union.

## STATEMENTS -- 1979

During 1979 negotiations, the union discussed the selection of employees under the job advertising procedure of the Collective Agreement.

The union brought to the company's attention the fact that the company did not always select the senior applicant on each advertisement. The union indicated that its concerns related to the utility, repair, inspection, and industrial lift truck classifications.

In order to ensure that all applicants receive proper consideration, based on their seniority and ability, the parties agreed that, in any case where there is doubt concerning a senior applicant's ability, the employee will be given an opportunity to have his aptitude evaluated by the company in the performance of the work in question.

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During 1979 negotiations, the union requested that "formal" disciplinary interviews conducted for the purpose of investigating alleged misconduct be held in an office.

The company advised the union that if the union representative requested that a "formal" disciplinary interview be held in an office, or in another location, he could bring this to the attention of the person conducting the interview and his request would be given serious consideration.

During 1979 negotiations, the union expressed concern about "pro tem" employees being retained in material handling, quality control and plant services departments for lengthy periods of time.

The company agreed that when there is a requirement for additional manpower in these departments for a limited period of time, the company will not advertise such requirements but will discuss these requirements with the committeeman involved and give serious consideration to any comments the committeeman may have.

The company agreed that it would not retain employees in "pro tem" status beyond six months in these departments. In the event an employee reaches the six month limit, a job ad will be posted, if required, and the employee will be transferred out of the department as soon as the successful applicant is transferred into the department.

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During 1979 negotiations, the union claimed that, on occasion, skilled trades employees were given late notification of weekend overtime work opportunities.

The parties recognize that the administrative practices related to the overtime selection provisions of the Collective Agreement are complex and require contact, in many instances, with the other plant at Oakville.

The company assured the union that management would make every reasonable effort to determine weekend over time requirements as soon as practicable and would give notification as soon as reasonably possible to the skilled trades employees.

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During the 1979 negotiations, the company and the union discussed relief practices particularly as they apply to the scheduling of reliefs during each half of the shift. The company assured the union that, as far as reasonably possible, it was the company's intention to grant employees a personal relief in the first half of the shift and another personal relief during the second half of the shift.

During 1979 negotiations the union indicated that under certain circumstances, the cleaning schedules for the spray booths in the paint & trim departments were not being followed. The company assured the union that its objective was to continue to maintain the spray booths in a clean condition. In order for the parties to have more meaningful discussions, the company agreed to have a daily cleaning schedule status report prepared for the plant engineering manager. This daily report would be available for discussion with the plant chairman of the Oakville Assembly Plant at his request. The company will give the chairman the opportunity to comment and make suggestions and will give consideration to his comments.

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During 1979 negotiations, the parties discussed at great length the matter of the work assignments and wage rate of the employees in the electrical welder repair technician classification. The parties agreed that the question of work assignments in this matter was complicated and required study that could best be done in the plants. The company agreed to discuss the problem further following negotiations in order to attempt to develop a solution regarding this matter. The company will be prepared to consider any reasonable solution that would allow the efficient accomplishment of the work performed by the electrical welder repair technician, consistent with sound economic principles.

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During 1979 negotiations, the union requested that the company institute a "job rotation" in the electrical welder repair classification at the Oakville Assembly Plant. The company indicated that certain shift change practices and other factors were not conducive to a "job rotation" system. The parties agreed that following negotiations, at the request of the Skilled Trades Chairman a meeting would be held with the plant engineering manager to discuss this matter with a view to implementing a "job rotation" system.

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During the course of 1979 negotiations, the parties acknowledged the need to undertake a joint effort at St. Thomas and Oakville aimed at replacing the current correspondence program with an appropriate course of related classroom training. It was further agreed that this task was a proper responsibility of the joint apprenticeship committees at these locations.

## STATEMENTS -- 1982

During 1982 negotiations, Local 707 and the management at the Oakville Operations discussed at length the benefits of successfully launching the new front wheel drive automobile to be produced at the Oakville Assembly Plant in 1983. The company explained to the union that, having regard to the extensive plant rearrangement, facility changes and the training of hourly employees, certain provisions of section 15.35 of the Collective Agreement would have the effect of disrupting the workforce and thereby causing undue delay in the launch of the new model with the resultant loss of sales.

Accordingly, to expedite the launch of the new front wheel drive unit, the parties have agreed that the provisions of section 15.35 relating to the adjustment of the working force on the basis of seniority within the bargaining unit will not be applied during the period of this particular model change.

In addition, these provisions would impede the training of employees which is essential to the efficient production of vehicles meeting the high quality standards that must be maintained to be competitive. This training depends on the ability of the company to carry out an orderly program throughout the period of the model change layoff to ensure that employees are thoroughly familiar with the new product and the tools and techniques involved in its manufacture. This program will include in-plant classroom training and visits to obtain information at other locations, such as the pilot plant.

To facilitate this training, the parties have agreed that the company may notify employees required to attend for training purposes to report for work to receive such training, without regard to their relative seniority.

The union also indicated that it will be prepared to give consideration to requests by the company to make exceptions to seniority on a selective basis for the purpose of retaining or recalling employees who require training in the use of specialized tools and techniques to be used on their particular operations.

During the current negotiations, the local union indicated rest periods and lunch periods at the Oakville plants were frequently changed from established times.

The company acknowledged the highly desirable aspect of maintaining a consistent schedule for lunch and rest periods. However, because of unforeseen or unusual circumstances such as high absenteeism, parts shortages, facilities breakdown and other emergency situations, it occasionally was necessary to rearrange lunch periods and/or rest periods.

The union was assured that increased effort would be made to avoid these situations.

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During 1982 negotiations the company advised the union that, where a dispute arises regarding a production standard which has been changed or established, the company would study the operator disputing the production standard, provided the operator is physically suited for the job, sufficiently experienced, and performing at a normal pace.

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During 1982 negotiations the company and the union discussed the matter of compensating manpower adjustments required as a result of mix changes on conveyor lines. The company advised the union that following negotiations, the company will review its procedures to ensure compliance with section 30.02(c)(i) of the Collective Agreement.

## STATEMENTS -- 1984

The parties discussed problems which occasionally arise due to pay shortages for which the company is responsible. The company agreed that where such shortages were for 5 hours' pay or more, it would issue an imprest cheque on the same day that the problem was brought to its attention. It was recognized by the parties that compliance with this agreement will depend on adequate time being given to respond to the request.

During the 1984 negotiations the company granted the union's request to allow ten representatives to attend in plant committee meetings with the company in order to ensure adequate representation from all areas of both plants at Oakville.

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During the 1984 negotiations, the union identified a number of problems related to the reassignment of employees which had occurred during the one-shifting action in 1980. While the company agreed with the union that accommodation of individual preferences for re-assignment to departments usually results in more efficient transition, it stated that there are many factors which have to be considered when such re-assignments are being considered.

The company did, however, assure the union that, when reasonably practicable, in effecting reductions which result in employees being indefinitely laid off, consideration will be given in seniority order to employee preferences for transfer to another department when such transfers can be made without any adverse impact on operations and there is sufficient time available to solicit and properly evaluate such requests. In the event that circumstances do not permit such consideration being given, the company will advise the union and consider any comments or recommendations that may be forthcoming.

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During the 1984 negotiations the company agreed, that, when additional employees are required for overtime or extra time in the plant services department at Oakville on Saturday or Sunday, the employees required will be selected from employees on other shifts in the plant services department who normally perform the work to be done.

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During the 1984 negotiations the company agreed to arrange for a quarterly review of plant operations with the skilled trades chairman and his alternate. The meeting will be convened by the manufacturing engineering managers at both plants. The purpose of these meetings will be to review future plant operating plans, particularly as they pertain to the skilled trades workforce in order to develop an ongoing dialogue concerning problems of mutual concern.

During 1984 negotiations, the union raised a number of concerns regarding the in-plant vending and cafeteria services. The company undertook to arrange for a meeting immediately following negotiations with a representative of the caterer to review operations with the objective of improving the present service.

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During the 1984 negotiations, the company confirmed that it will initiate action to introduce a van pool program at Oakville immediately following negotiations.

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During the 1984 negotiations the union expressed concern regarding the number of buzzers and horns utilized in the plant to signal breakdowns and line stoppages. They complained that the repetitive activation of some of these devices has a detrimental effect on those employees who work in close proximity to them.

The company indicated that following negotiations it would review the locations and requirements for such devices in order to minimize their concerns to the greatest extent possible.

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During the 1984 negotiations the company indicated it was not always possible to study an operator disputing a production standard and consequently it was necessary on occasion to study the operator performing the job on the other shift.

The company agreed, however, it would discuss its intentions with the production standards committeeman before going to the operator on the other shift in an effort to resolve the issues which render it impossible to complete the study. Explicit in these arrangements is the mutual understanding that each problem should be addressed as quickly as possible.

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During the 1984 negotiations, the union identified a number of problems with fresh air ventilation which they attributed to unattended maintenance schedules on the V houses.

The company advised the union that all the V houses had recently been inspected and problems that had been identified are in the process of being corrected. In addition, the company assured the union that these kinds of inspections will be conducted periodically to insure that all equipment is operational.



During the 1984 negotiations the company agreed to provide copies of the relevant time study data to the production standards committeeman when such information will be helpful to a mutually satisfactory resolution of a problem.

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During the 1984 negotiations the company confirmed that group 1 utility, group 2 utility and group 3 utility are separate classifications for the purpose of administering section 15.31(a) and exhibit B of the Collective Agreement.

### STATEMENTS -- 1987

During 1987 negotiations the local union raised the issue of plant bulletin boards which were in disrepair. Following discussions on the factors which could result in bulletin boards being broken or damaged, the company agreed to effect repairs to damaged boards. Additionally, the company agreed that any boards subsequently damaged would be taken down and repaired and replaced once the cause of damage had been identified and corrected.

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During the present negotiations the parties discussed the matter of facility improvements at the Oakville Assembly Plant. The company agreed to provide the following facility improvements as soon as reasonably possible to complete the necessary arrangements.

- W-03 washroom shower facilities
  - 2 additional shower facilities
- large lockers for department 0400
- G-16 locker room improvements
- E-24 satellite area
  - enclose and air condition
  - microwave
- motorline satellite area
  - enclose and air condition
  - microwave
- cardboard dock satellite area
  - air condition
  - insulate and soundproof

- new chairs and tables
- power transfer carts - P13
  - provide roller track - storage area
- tire room noise level improvements (as discussed)
  - lower noise level
- fatigue matting (as discussed)
  - install in jointly-determined work areas
- washroom improvements to be jointly determined
  - ventilation
  - refurbish - facilities
- H-26 satellite area
  - enclose and air condition
- Provide an additional parking area for motorcycles.
- Provide an additional microwave oven in the main cafeteria.

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During the 1987 negotiations, the parties discussed the matter of facility improvements at the Ontario Truck Plant. The company agreed to provide the following facility improvements as soon as it is reasonably possible to complete the necessary arrangements.

- Enclose and air condition the satellite eating areas at column locations 26X13, C17, G22 and K13.
- Provide for a microwave oven in each enclosed satellite area.
- Provide for installation of fatigue matting in jointly determined work areas throughout the plant.
- Improve exhaust capability in plant washrooms.
- Provide non-skid surfacing in the toe-in area.
- Upgrade mezzanine cafeteria and provide storage areas for lunch pails and thermoses.
- Upgrade mezzanine locker room and shower area.
- Extend satellite eating area in tu-tone and provide additional benches in the tu-tone locker room.
- Improve ventilation in Del Park area.
- Upgrade main locker room and shower area.
- Two ventilation fans between M8 - M10.

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During the 1987 negotiations the company advised the union the procedure for supplying parkas to skilled trades employees would be reviewed with the skilled trades chair person following negotiations to implement a mutually satisfactory procedure.

During the course of 1987 negotiations, the parties discussed the general issue of effective problem-solving at the plants in Oakville. It was jointly agreed that the development, implementation and maintenance of fundamental problem-solving approaches were necessary in order to address and resolve problems which affect the plants' operations.

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During 1987 negotiations the parties agreed that one of the two bargaining unit members on the local Affirmative Action Committee would be a woman who, if selected from among the women actively employed in the bargaining unit, would be permitted to leave work when required up to a maximum of twelve hours per week. It was agreed that such requirements would be administered on a full-shift basis with the assurance that company-paid lost time would average twelve straight-time hours per week.

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During 1987 negotiations the company and union discussed the matter of inspection of hoist devices in the plants at Oakville. The company gave assurances that it would continue to conduct safety inspections of these devices at appropriate intervals and provide members of the local Health and Safety Committee the opportunity to review preventative maintenance records of these operations.

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During the 1987 negotiations the union raised the issue of supervisors performing the work of hourly employees.

The company gave the union assurances that the provisions of article 4 would be reinforced with all members of supervision following negotiations.

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During the 1987 negotiations, the company advised the union that a conference room in each plant would be made available to the union.

During 1987 negotiations the company expressed concerns relating to levels of employee absenteeism and the negative impact on plant quality performance and efficiency.

The parties agreed that following negotiations further discussions will take place to develop meaningful actions including implementation of a pre-excused absence program that is mutually acceptable to both parties.

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During 1987 negotiations the parties discussed the matter of employees being required to register their attendance at work by recording the time of arrival and the time they leave the plant on each scheduled shift. The union stated that its membership in local 707 was interested in modifications to this attendance-registering procedure which would limit the requirements to ring out.

The union was advised that the company was prepared to modify the present attendance-registering procedure on the basis that the registering of employees' attendance would continue by a method other than the use of existing time clocks (an example of an alternative method is the utilization of the supervisor's Daily Report of Time) which ensured compliance with corporate timekeeping guidelines.

It was agreed that the parties would have further discussions following negotiations with a view to putting in place mutually agreeable arrangements which would satisfy both employee interests and corporate guidelines.

## STATEMENTS -- 1990

During the 1990 negotiations, the parties discussed factors and inconsistencies encountered in the placement of medically disabled employees.

The parties agreed they are prepared to discuss specific placement problems and address them accordingly.

In addition, the company agreed to develop a computerized program to enhance the placement process through a data base of job information. The union was advised that the programming for this system would be completed during the fourth quarter of 1990, thereby permitting the development of the related data base following the conclusion of the 1991 model year 'four month period'.

The parties acknowledged that the successful implementation of this system will help expedite the placement of employees who suffer a disability through sickness or accident. In the event that this system cannot be implemented as intended, the company will develop other actions to help expedite placements.

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During 1990 negotiations the union requested the company to consider modifications to the provisions of section 15.31 of the Collective Agreement, in the event of a reduction of available work in a utility classification.

The company agreed that, notwithstanding the provisions of 15.31(a), in the event of a reduction of available work in a utility classification, the employee therein having the least amount of seniority shall be reduced from the utility classification as outlined below.

- If the affected employee's previous classification was a utility classification, the employee being reduced shall be moved to the classification he/she was in previously, provided that such previous classification is in the same department and an opening in such classification (which the affected employee would then fill) concurrently exists,
- If a concurrent opening does not exist in his/her previous utility classification, the employee will be reduced in accordance with the provisions of 15.31(a), and
- If the affected employee's previous classification was other than a utility classification, the employee being reduced will be reduced in accordance with the provisions of 15.31(b).

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During the course of 1990 negotiations the union requested that summer replacements not receive any seniority credit for time worked as a summer replacement.

The company agreed with the union's request that, notwithstanding the provisions of article 15, summer replacements will not acquire seniority rights nor be given credit towards acquiring seniority rights during the summer replacement period. Summer replacements will be advised accordingly in writing at the time of their hire.

It was understood that the seniority provisions of article 15 would continue to apply to employees hired as regular full-time employees during the summer months.

During 1990 negotiations, the company provided the union with several presentations regarding training initiatives, including a proposal for a modern training centre, which could be realized if anticipated external funding arrangements are confirmed. The company acknowledged that continued input from the union, particularly with respect to the skilled trades, would ensure the greatest possible compatibility between training needs and the facilities/equipment planned for the proposed training centre.

The company indicated that, in the event external funding arrangements for a modern training centre are not realized, its intention was to provide for an area in each plant to conduct training.

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During 1990 negotiations the skilled trades chairperson expressed concerns in relation to changes in the shift cycle arrangements for skilled tradespersons. The company stated that on occasion, operating conditions necessitated the need to alter shift cycles for skilled trades.

In response to the union's concerns the company agreed that where business conditions dictated the need to change shift schedules or rotation cycles, discussions would take place with the skilled trades chairperson prior to such change being implemented. The purpose of such discussions will be: to familiarize the skilled trades chairperson with the operating conditions necessitating the change and, to afford him/her an opportunity to comment on the planned changes. It was understood that the company would give full consideration to union recommendations/alternatives that effectively and efficiently satisfied the operating conditions that necessitated the change.

The parties also agreed that the timing of the foregoing discussions should be arranged, whenever it is reasonably possible, to allow time for any internal consultations which the skilled trades chairperson may feel are necessary.

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During 1990 negotiations the union requested that the company provide the union with new offices and updated furnishings. The union was advised of the company's commitment, in the event that the existing union offices in the Oakville Assembly Plant are dismantled at the time of a future plant conversion, to erect new offices with available updated furnishings at a mutually-agreed upon location.

During 1990 negotiations, the company and union discussed housekeeping practices and cleaning schedules in the Oakville plants.

The company stated that many factors affect housekeeping levels in the plants. It was noted that manpower assigned to plant services in the two Oakville plants was comparable to the manpower levels at the company's other plant locations where good overall levels of housekeeping have been observed.

The company agreed that it would update its cleaning schedules on a regular basis, and ensure that the union was provided with updated schedules. The company also agreed to provide for meetings involving members of the union committee and members of the respective plant's operating committee, separate from the regular in-plant negotiating meetings, for the purpose of discussing the parties' items on the subject of housekeeping. The company also agreed to develop and implement a system to provide for housekeeping audits.

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During 1990 negotiations the parties discussed the effects of the four-month period on the workload of the special committeeperson. Cited experience from recent years was raised, with workload levels differing from period to period; as well, workload has differed within the same period.

The company advised the union that it was prepared to assess any future requests for assistance which may be raised by the union in conjunction with the four-month period and, based on an objective assessment, provide assistance as appropriate.

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During the course of 1990 negotiations the union discussed at length the frustrations which individual employees experience when their examination of their regular pay cheques reveals that their hours have not been calculated correctly. These frustrations have on occasion been further compounded by difficulties encountered during subsequent efforts intended to rectify these problems.

Following considerable discussion with union representatives, the company assured the union that immediately following negotiations, payroll mechanisms at each location would be scrutinized by Ford of Canada payroll representatives in an effort to reduce discrepancies that may result in payroll errors.

During 1990 negotiations, the parties discussed at length the subject of the food services operations in place on the plants' premises. It was agreed that the company would arrange for a meeting involving the local parties and the corporate food services manager to be held as soon as practicable following negotiations. The purpose of this meeting would be two-fold: to familiarize the corporate food services manager with matters related to food services operations at Oakville, and to solicit his recommendations.

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During the course of negotiations, concerns were raised regarding operating inefficiencies associated with the application of appendix 'M' for certain overtime work opportunities.

It was acknowledged that in some circumstances the strict application of appendix 'M' was highly impractical and inefficient, and in many instances defeated the basic purpose of the overtime assignment. Examples of particular concern included overtime assignments required for training, testing/proving out or familiarization with new facilities/equipment, and work station or stock rearrangements affecting the operator's job.

The parties agreed that in such instances there is reasonable and practical rationale for selecting specific employees or for selecting from a specific group of employees for the overtime assignment, notwithstanding the hours charged against their individual overtime and extra time records.

The company assured the union that inherent in this understanding is the obligation on the part of the company to discuss such overtime work opportunities with the appropriate union representatives detailing the rationale for deviation from normal overtime selection procedures.

During 1990 negotiations, the parties discussed the matter of facility improvements at the Oakville Assembly Plant. The company agreed to provide the following facility improvements as soon as reasonably possible to complete the necessary arrangements.

- I.P. Line Locker Room
  - install new lockers
  - enclose
- H-1 A/C Condenser Area
  - install lift tables
- W-05 Welding Fixture
  - install ventilation
- Provide 30 additional smoking area picnic tables to be jointly determined.
- Hoist Area
  - provide large mop bucket
- N.E. Exit
  - install new doors
- Shipping Building Lunchroom
  - provide new tables and chairs
  - air condition
  - provide microwave
  - paint
    - refurbish adjacent washroom
- Skilled Trades Office in Paint
  - enclose
  - provide filing cabinet and desk
- Provide Computer and Printer for union Health & Safety Office
- Gate 3 - Cycle Parking Area
  - construct overhead roof
  - provide bicycle racks
  - provide motorcycle concrete abutments
- Washrooms J5 - N12
  - provide wall and floor tiling
  - paint
  - provide partitions and toilets

During 1990 negotiations, the parties discussed the matter of facility improvements at the Ontario Truck Plant. The company agreed to provide the following facility improvements as soon as it is reasonably possible to complete the necessary arrangements:

- Provide for exhaust fan in paint department at #3 transfer.
- Provide for additional committeeperson office.
- Install 4 windows in the union conference room.
- Insulate Kolene building.
- Provide for skilled trades union office.
- Provide two additional microwave ovens for main cafeteria.
- Provide an enclosure for Del Park operator.
- Enlarge washrooms at G22.
- Provide an enclosed air conditioned satellite area in trim.
- Provide auto flush urinals for main locker room.
- Provide one additional female washroom.
- Provide 15 man cooling fans.

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During the 1990 negotiations, discussions took place with respect to the full-time/part-time status of the two Ontario Truck Plant committeepersons during periods of temporary layoffs and weekend or holiday overtime periods. The company agreed to modify the administrative arrangements previously applicable to the two Ontario Truck Plant committeepersons and adopt the following administrative practices:

- (1) if the committeeperson is the only employee at work, he/she will remain on the job and not be permitted to function as a committeeperson.
- (2) if the committeeperson and steward(s) are the only employees at work, the committeeperson will be allowed to function as provided under section 10.28 of the Collective Agreement on only such grievance matters as may arise during the overtime period and the steward will remain on the job and not be permitted to function as a steward.
- (3) if three or more employees, including the committeeperson and steward, are at work in a particular jurisdiction, the committeeperson will function as a full-time representative.

## STATEMENTS -- 1993

During the 1993 negotiations, master and local representatives of the company and the union met to resume discussions on the application of departmental seniority for temporary layoff periods not exceeding two (2) calendar weeks. (The framework for these discussions was based upon understandings arrived at in November 1989 by master and local representatives during the discussion of operating agreements to be applicable at the Oakville operations.)

As a result of these current discussions, the parties agreed that inverse seniority by plant for seven (7) days will be applied in this manner only when such reductions result from a market-driven down week.

In the event that the parties agree on any occasion to extend these arrangements for longer periods of layoff, they may do so by mutual agreement.

Additionally, the company reaffirmed its previous commitments to the union regarding the "willing and able" seniority provisions in the event of significant long-term layoffs (examples of which would include shift deactivations or plant closures) as long as the skilled trades work arrangements continue in effect.

Lastly, the parties affirmed that there have been no modifications to sections 15.36 and 15.37 during these negotiations.

\* The affected employee may at his/her option, utilize vacation if not on "SPA" during such week.

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During 1993 negotiations, the union requested that the company consider modifications to the administration of over time related to those employees who may be called upon by the company to perform work under section 15.38.

The company advised the union that it was prepared to implement the following modifications, in those cases where the requirement for temporary additional help was for periods of one week or longer:

The old overtime and extra time record, if any, shall be cancelled.

- A record shall then be started for the employee which shall be charged with a number of hours equal to the average number of hours charged against the overtime and extra time records of employees in the supplemental classification in which the temporary additional help is required.

- During the entire period that temporary additional help is required, the employee's entitlement to share overtime and extra time will be with the new group of supplementing employees temporarily performing the work to be done.
- When such help is no longer required, the employee concerned shall, consistent with his/her seniority, be returned to the operation upon which he/she was employed immediately prior to being called upon to perform work under 15.38; at such time, the provisions of section 4(a) of appendix M shall be used to administer the employee's entitlements for sharing overtime and extra time.

Additionally, the company agreed that it would communicate the nature of these modifications to its employees.

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During 1993 negotiations, the union expressed concern that, occasionally, emergency personal telephone calls are not being received by employees. The company assured the union that it remains its intention to have emergency telephone calls delivered to employees without undue delay. The company told the union that different personnel accept these telephone calls in the two plants at Oakville; nevertheless the company will ensure that the persons responsible for delivering emergency personal telephone calls verify that the messages have been given to the employee and will make contacts for this purpose at regular, brief intervals.

Additionally, the company advised the union of its intentions to communicate to its employees the specific telephone numbers and extensions at each plant which are in place for emergency telephone calls.

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During 1993 negotiations, the company and the union discussed the matter of selection as it concerned employees who may wish to be considered by the company for assignments as trainers, including health and safety training.

The parties agreed that, in the event of training which could not be administered with existing training resource persons, selection criteria patterned after the best-in-class instructors selection criteria would be utilized.

Selection criteria would include:

- Be a classroom instructor
- Have public speaking and good communication skills
- Manage classroom environment
- Have lesson planning skills
- Maintain training records
- Be able to do daily evaluations of classroom activities
- Demonstrate initiative
- Be able to work without supervision when necessary
- Shift flexibility, including flexibility in starting times, is required

Selection, based upon merit and ability with seniority as the tie-breaker, will be conducted by a mutually agreed upon panel.

Additionally, the parties agreed that the administration of notices and applications would be undertaken similar to the BIC instructors' notices and applications.

Finally, the parties agreed that the respective chairpersons and employee relations managers could by consensus determine to continue in training assignments those employees previously assigned as trainers where merit and ability has been demonstrated.

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During 1993 negotiations, the parties discussed at length the provisions of section 15.31 (d), with particular attention to the factor of 'ability' when the company is effecting the rearrangement of employees required following the reduction of available work in a department.

The union requested that the company undertake to take actions, whenever necessary, to make able an employee who was determined by the company to be unable to do the work in question in the department.

The company assured the union that company representatives exercise fairness and good judgment in the determination of ability during their administration of section 15.31(d). The company advised the union that in its administration of the provision, it will apply the same standards for competency and training as are applicable in a job advertising transfer to the work in question.

During 1993 negotiations the parties discussed the union's concerns on the possible effects of the upcoming Windstar launch on the workload of the special committee person.

The company advised the union that, in the interest of enhancing the timely and effective handling of matters related to article 30, it was prepared to evaluate the planned launch acceleration schedules and, based on an objective assessment, provide assistance as appropriate.

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During 1993 negotiations the local union raised the issue of plant bulletin boards which were in disrepair. Following discussions on the factors which could result in bulletin boards being broken or damaged, the company agreed to effect repairs to damaged boards.

Additionally, the parties agreed that they would work together to identify and correct the cause(s) of damaged boards.

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During the 1993 negotiations, lengthy discussions took place concerning the company's disciplinary practice in relation to job performance and the 10-step procedures utilized by the company to guard against premature discipline. The company agreed to communicate its procedures to all members of supervision at the Oakville plants.

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During 1993 negotiations the union raised concerns regarding the cleaning and maintenance of man cooling fans at the Oakville plants. The company assured the union that the fans would be inspected annually to ensure required maintenance/cleaning would be completed prior to May 1st each year.

The parties have discussed at length difficulties in applying provisions of the current local agreement which impact the plant, the product and the employees.

Accordingly, the parties to this agreement have endeavoured to respond to these difficulties and have made certain modifications to the existing local agreement.

In order to provide for ongoing dialogue and problem solving, the parties commit themselves to the concept of maintaining a living agreement wherein either party may request, to bring to the attention of the other party, any provision of the local agreement that requires modification to better address the needs of the organization, the union and the employees on a continuing long term basis.

Should it be determined by the parties that such modifications are required, the parties will enter into discussions to resolve the issues on mutually agreeable terms, subject to the local union ratification process.

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During 1993 negotiations, the union expressed concerns with the company's administrative practices with respect to line speeds on assembly conveyors in the production areas at the Oakville plants. The company assured the union that it would review its practices and, where appropriate, take the necessary actions to ensure that the affected administrative practices would be clarified and reinforced.

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During the course of 1993 negotiations, the parties discussed at length concerns related to mix control and the need for effective procedures to provide for advance knowledge of mix changes that require compensating adjustments. The company assured the union that it would review its current procedures for potential improvements in an effort to maximize the period of advance notification of mix changes.

During 1993 negotiations, the union raised concerns with regard to the maintenance and housekeeping of washrooms and lunch areas.

During their discussions the parties acknowledged that the cooperation, care and assistance of those employees who utilize these facilities is a major factor in keeping these areas properly maintained and cleaned.

The company reaffirmed its commitment to provide the union regular updated cleaning schedules and housekeeping audits. The company also indicated it would continue to provide for meetings with the members of the union committee and members of the respective plant's operating committees to discuss concerns related to housekeeping. Additionally, the company advised the union that it would heighten its efforts to reduce the effects of manpower reassignments and absences on the plants' cleaning schedules.

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During 1993 negotiations the parties had extensive discussions regarding the overtime selection status of tradespersons on loan to another department for a temporary period. The parties agreed that it was essential to effectively stream line the administrative overtime procedures, and in this regard it was agreed that employees employed in a trade listed in appendix H, on loan to another department for a temporary period, would retain and carry their existing hours for purposes of overtime selection.

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During 1993 negotiations, the parties discussed the matter of facility improvements at the Ontario Truck Plant. The company agreed to provide the following facility improvements as soon as reasonably possible to complete the necessary arrangements.

- Provide union offices for the following union representatives: - special committeeperson - benefits representative - affirmative action representative.
- Provide one fax machine and one photocopier for the union office.
- Provide one computer and printer for the union office (as discussed).
- Provide washroom in union office area.
- Expand tutone washroom.
- Provide one additional enclosed air conditioned satellite area in paint department.



- Provide one additional enclosed air conditioned satellite area (as discussed).
- Provide additional microwave ovens for satellite area (as discussed).
- Provide 25 man cooling fan.
- Provide picnic tables (as discussed).
- Provide one ice making machine for paint cafeteria.
- Provide water fountains (as discussed).
- Provide five additional bulletin boards.
- Provide for skilled trades technical library.
- Provide two industrial safety-approved bicycles for skilled tradespersons.
- Provide for facility for safety training.
- Provide ergonomic insoles (as discussed).
- Provide for one "flat bed" vehicle for tradespersons (as discussed).
- Upgrade plant washrooms (as discussed).

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During 1993 negotiations, the parties discussed the matter of facility improvements at the Oakville Assembly Plant. The company agreed to provide the following facility improvements as soon as reasonably possible to complete the necessary arrangements.

- Provide two enclosed air conditioned satellite areas (location to be mutually agreed upon) for the final assembly area.
- Provide a maintenance yard tool storage area (as discussed).
- Provide a propane station enclosure (as discussed).
- Provide for one computer (as discussed) for the chairperson.
- Provide for even grade at the railway crossing located by the propane station.
- Provide and install one ice machine for the trim cafeteria.
- Provide new food equipment for trim cafeteria (as discussed).
- Provide for five additional microwaves (as discussed).
- Provide for 75 new lockers at C19 locker room.
- Provide and install fresh air ducts between colour booths.
- Provide for additional tables and chairs for cafeteria (as discussed).
- Provide for ergonomic matting/insoles (mutually agree able, as discussed).
- Provide for "dry" room for shipping building.
- Provide a Xerox copy machine for benefit representative.
- Provide four industrial safety-approved bicycles for tradespersons at the Oakville Assembly Plant.

- Provide one skilled trades technical library at the Oakville Assembly Plant (as discussed).
- Upgrade shipping washroom (as discussed).
- Provide for three "flat bed" vehicles for tradespersons (as discussed).

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During 1993 negotiations, the union raised concerns regarding equitable distribution and overtime selection matters affecting employees in a trade listed in appendix H of the Agreement.

The parties agreed that further dialogue was required, and after 1993 negotiations, a meeting in the plant with the skilled trades chairperson and the employee relations manager (or his designate), will be scheduled to further discuss this matter.

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During the 1993 negotiations, the union expressed concerns related to overcycle and recovery time at the Oakville plants. The company assured the union that it would continue its efforts to schedule balanced option content and control mix ratios in order to minimize overcycles.

## STATEMENTS -- 1996

During 1996 negotiations, the parties discussed the selection of skilled trades employees for overtime work opportunities when attendance at on-site training programs results in employees being required to move from their regularly scheduled shift.

The parties agreed that those skilled trades employees who are required to change shifts in these situations will be selected for daily overtime work opportunities on the shift on which the training occurs based on the number of hours charged against their overtime records and dependent upon their availability. Weekend overtime work opportunities will continue to be administered in accordance with the provisions of Appendix M. Further, the parties agreed that during a non-production week, a skilled trades employee, who is working on a shift other than his/her regular shift, will share overtime in accordance with the provisions of Appendix M with those employees who are working on the same shift.

During the 1996 negotiations, the company agreed to make available one (1) bulletin board in each skilled trade department for the departmental posting of skilled trades information.

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During 1996 negotiations, the union expressed concern regarding the lack of communication prior to the delivery of major skilled trades training programs. The parties agreed that there are mutual advantages in discussing such programs with the skilled trades chairperson prior to their delivery. The company agreed that every effort would be made to hold these discussions with the skilled trades chairperson, as practical, when such programs are being contemplated.

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During 1996 negotiations the parties discussed the application of section 17.09(a) to a pro tem employee's ability to gain base recall rights to a department.

The parties agreed that section 17.09(a) does not apply to pro tem employees.

A pro tem employee shall be interpreted to mean an employee whose assignment to work is subject to completion of the procedures governing the filling of openings in the Collective Agreement dated November 11, 1996.

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During 1996 negotiations the parties discussed office equipment for the substance abuse representative. The company agreed to make available a computer with a fax modem and a printer for use by the substance abuse representative.

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During 1996 negotiations, the company agreed to inform plant engineering personnel and supervision prior to each model run of the company's obligations which were included in the 1982 and 1984 statements regarding resolving disputes arising from production standards.

During 1996 negotiations, the parties discussed the provision of extra tag relief for the rough grinder classification where it exists in the Oakville plants.

This will confirm that an additional eight minutes of tag relief will be provided for the rough grinder classification where it exists in the Oakville plants.

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During 1996 negotiations the parties discussed heat stress concerns at the Oakville plants. The parties agreed to meet at each plant following negotiations to discuss the implementation of a Heat Stress Management Program at the respective plants. An agreed upon procedure would be completed by May 1, 1997.

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During 1996 negotiations, the parties discussed the confined space entry program that had been developed and implemented by the master health and safety committee. Discussions focused on the union's concern with the issuance of entry permits. It was agreed that, following negotiations, the company would reinforce with those members of management who are trained as permit issuers, their responsibilities under the program.

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During 1996 negotiations, the parties discussed facility improvements at the Oakville Assembly Plant. The company agreed to provide the following facility improvements as soon as reasonably possible:

- Provide ventilation improvements in the following areas of the plant: Sanyo, Trim Mezzanines, Front Structure, and Underbody.
- Provide stainless steel partitions for the washroom at S26.
- Provide eight microwave ovens.
- Provide eight ice machines.
- Provide additional water fountain in tire pit at E11.
- Provide ten rolls of ergonomic matting.
- Provide one fenced in, lockable skilled trades crib.
- Provide two "flat bed" vehicles, one for tradespersons (as discussed) and one for trim plant services (as discussed).
- Provide new "picnic area" at L30.
- Provide new sinks in washroom at L29.
- Provide "slop sink" and storage area at K05.

- Upgrade "cat walk" in shipping from wood to metal.
- Provide three air conditioners for satellite canteens (as discussed).
- Provide additional V.I.N. stamping machine.
- Provide alternate yard vehicle.
- Provide ventilation improvements to the outside of the Wax Booth by June 30, 1999.
- Provide one fax machine for union office in the Paint Department.

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During the 1996 negotiations, the parties discussed facility improvements at the Ontario Truck Plant. The company agreed to the following facility improvements as soon as reasonably practical:

- provide new lockers for the assembly plant
- provide new lockers for the paint facility
- relocate union offices
- provide additional microwave ovens for satellite areas (as discussed)
- provide water fountains (as discussed)
- provide for man cooling fans (as discussed)
- provide a new computer for the health & safety office
- provide a new computer and printer for the paint facility union office
- provide three (3) new computers and a printer for the union office
- provide a computer and a printer for the body shop union office
- core drill
- provide for one "flat bed" vehicle for tradespersons (as discussed)

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During 1996 negotiations the company agreed to provide two additional full-time union representatives at the Oakville Assembly Plant and one additional full-time union representative at the Ontario Truck Plant. The parties agreed that the three new union representatives would have responsibility for addressing workers' compensation and medical placement issues. In addition, it was agreed that a second Workers' Compensation/Medical Placement representative would be added to the Ontario Truck Plant in the event of a second production shift.

It was further agreed that in the event of the removal of a production shift at either plant, authorization for a Workers' Compensation/Medical Placement representative at the affected plant would be revoked within fourteen days following the elimination of the production shift.

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During 1996 negotiations, the parties discussed notification to a union steward when a time study is being conducted in his/her zone. The company stated that while notification was not always possible, the current practice to make reasonable efforts to notify the responsible steward will be continued. The union agreed that lack of notification would not result in the time study being considered invalid.

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During 1996 negotiations, the parties discussed the benefits that would be realized by streamlining the job posting process. The parties agreed to explore increased applications of new technology to streamline the posting, sorting and canvassing elements of the process. The parties also agreed to meet as soon as practical following negotiations to review and implement mutually satisfactory modifications to the current job posting process.

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During 1996 negotiations, the company agreed to continue present arrangements whereby 46 general information bulletin boards are provided.

## STATEMENTS -- 1999

During 1999 negotiations, the parties discussed the potential impact on employees that may result when events of a catastrophic or traumatic nature occur in the workplace.

The company advised the union that appropriate counselling services have been made available by the company to affected employees in such circumstances when recommended by the appropriate company medical authorities. The company assured the union that should such circumstances occur, similar consideration will be given and appropriate action initiated when recommended by the company medical authorities.

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During 1999 negotiations, the parties held extensive discussions regarding the selection and charging of overtime. In the course of these discussions it was agreed that an employee selected to work overtime, in accordance with the provisions of Appendix "M", who fails to work the overtime for any reason, his/her overtime and extra time record shall be charged with two times the number of hours that would have been charged if the employee had worked.

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During 1999 negotiations, the parties discussed the availability of laptop and/or personal computers for skilled trades employees. The company and union agreed that some skilled trades employees may require access to company computer resources; for example, as required for troubleshooting programmable devices, preventative maintenance related systems, and certain specialized tasks, such as infra-red and vibration analysis.

The company assured the union that where a legitimate need arises, it will make access to computers available to these skilled trades employees who require them to perform their assigned duties.

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During 1999 negotiations, the parties discussed administrative concerns associated with the existing overtime selection process for Skilled Trades employees. It was recognized that a selection process based on weekly overtime records would be of mutual benefit to employees and the company. To this end, it was agreed that following 1999 negotiations the parties would develop and implement for January 1, 2000 an overtime selection procedure for

Skilled Trades employees based on weekly overtime records. It is understood that the revised procedure would include provisions for addressing concerns regarding overtime work opportunities during holiday weekends and the Christmas holiday period. Inherent in this understanding is the obligation to maintain the principles of equitable distribution of overtime. The parties agreed that these modifications to Appendix 'M' of the Collective Agreement would be considered a pilot program to be assessed by the skilled trades chairperson and the human resources manager prior to the end of 2000 to determine if it should be continued.

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During 1999 negotiations, the company confirmed that during the term of the Collective Agreement, it would continue the current practice of providing, subject to availability, the Employee Family Assistance/Substance Abuse Representative with a vehicle to transport employees to and from substance abuse recovery programs and detox centres and for other purposes related to the performance of his/her function as approved by management.

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During 1999 negotiations, the Skilled Trades Chairperson raised concerns regarding situations where it appeared contractors, who were not involved in ongoing work, had abandoned equipment and supplies at the Oakville site. It was agreed that this would be an appropriate subject to table at a regular meeting held with plant management representatives which includes the regular weekly Manufacturing Engineering Managers' meeting.

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During 1999 negotiations the parties discussed skilled trades coverage during weekends and holidays. The company assured the union that present practices would continue whereby appropriate coverage would be provided.

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The parties agreed that following 1999 negotiations, a meeting would be convened with representatives of plant engineering departments to provide the skilled trades chairperson an opportunity to discuss concerns related to repair facilities for skilled trades employees.

During 1999 negotiations, the company agreed when changes in skilled trades operating practices or procedures are being contemplated, every effort will be made to hold discussions with the skilled trades chairperson as soon as practical. The skilled trades chairperson will be given an opportunity to comment on the company's plans and programs which affect skilled trades employees. The company will give appropriate weight to those comments, having regard for all attendant circumstances.

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During 1999 negotiations, the parties discussed the practice of contacting employees at home for an overtime opportunity. The parties agreed where an employee is contacted at home, offered an overtime opportunity and subsequently refuses the opportunity, or if the employee cannot be contacted no charge would be made against his/her overtime record.

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During the 1999 negotiations, the parties discussed ventilation systems in the plants. The union expressed concerns with air quality and exchange levels at the Oakville plants. In providing its assurance that current levels are acceptable, the company agreed to have the plants' ventilation systems assessed by an independent source during the term of the collective agreement. Results of the study will be shared with the Joint Health and Safety Committee.

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During 1999 negotiations, the parties discussed the matter of facility improvements at the Oakville Assembly Plant. The company agreed to provide the following facility improvements as soon as reasonably possible.

- Women's washroom at E-14
- Ten (10) rolls of ergonomic matting
- Computers for union offices (as discussed)
- Eight (8) microwave ovens
- Fifteen (15) ice machines (as discussed)
- Improve parking lot lighting (South lot)
- Install two shower stalls at W-7 Women's washroom
- Three (3) televisions
- Two (2) air conditioning units
- Six (6) tricycles

- Relocate Body Shop toolroom
- Install air conditioning in Z28 lunchroom
- Install Motor/Transformer/Lighting repair crib in Central department
- One hundred and twenty-five (125) additional chairs for cafeterias

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During 1999 negotiations, the parties discussed facility improvements at the Ontario Truck Plant. The company agreed to provide the following facility improvements as soon as reasonably possible or as noted below:

- one satellite canteen in paint facility (as discussed)
- picnic tables (as discussed)
- fax machine in the body facility union office
- outside eating / rest area at the body facility
- expansion of men's washroom at column location G22 in main plant
- lockable notice board reserved for Employment Equity and Women's Advocate information
- photocopy machine for the main plant union office
- paper fax machine for the paint facility union office
- upgrades to union offices (as discussed)
- laser printer and paper fax machine for the main plant union office
- tables and chairs for the main plant cafeteria (as discussed)
- expansion of women's washroom in chassis department (as discussed)
- women's washroom near column N22 (as discussed)
- two (2) "flatbed" vehicles for tradespersons
- upgrades to men's washroom near column H23 (as discussed with Skilled Trades Chairperson)
- one satellite canteen (as discussed with Skilled Trades Chairperson)
- motorcycle parking (as discussed)
- employee pedestrian entrance (as discussed)
- office for skilled trades trainers

During 1999 negotiations, the parties discussed at length the work allocation process and its application at the Oakville Assembly Plant. It was agreed that discussions would take place following negotiations with the Special Committeeperson, Manufacturing Planning Manager, and Labour Relations Supervisor to address issues associated with the implementation of the "Work Allocation Procedure".

These discussions should focus on the issues related to the accuracy of Work Process Sheets (WPS), notification of elemental moves, and shift-to-shift differences.

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During 1999 negotiations, the parties discussed the circumstances surrounding the proper analysis of an operation regarding motion pattern and sequence. The parties agree that prior to a MODAPTS study being conducted on a disputed operation the operator will be instructed by a qualified person in the required motion pattern and sequence. All motion corrections will be in place prior to coding the study. The study is to be coded as observed in sequential order including walks, options and non-cyclic functions.

-----

During 1999 negotiations, the job advertising procedure was discussed with the skilled trades chairperson, and the parties agreed to the following:

- Notice of job openings shall be posted as early as possible on Thursdays and shall remain posted for four (4) regular working days.
- Implementation of changes to the computerized job bidding system to allow for personal identification numbers (P.I.N.).
- All applications for posted openings shall be submitted through the computerized bidding system.
- Meet to change information listed on skilled trades job ads.
- Meet to develop plans to expand computer system to accommodate additional information/data provided by skilled trades employees as listed in Appendix 'H' directly into the computerized system.

## STATEMENTS -- 2002

During 2002 negotiations, the parties discussed matters relating to the application and administration of production standards at Oakville Assembly Plant and Ontario Truck Plant, including job evaluation procedures, and methods utilized to ensure job-related disputes are addressed in a competent, timely, and consistent manner. The company agreed that following 2002 negotiations and annually thereafter during the term of the Collective Agreement it would communicate, in writing, agreements reached relating to production standards issues to appropriate area managers and their organizations.

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During 2002 negotiations, the parties held extensive discussions on issues related to the job posting procedure. The parties agreed to maintain the following practices:

1. Job ads will be colour coded by department.
2. Job ads will be posted by classification with the open position listed on the ad.
3. Job ads will be posted on nine (9) bulletin boards in Oakville Assembly Plant and five (5) bulletin boards in Ontario Truck Plant. Each plant shall make its own arrangements to designate these boards.
4. The parties agreed to review the job posting procedures with respect to employees of appendix H with the skilled trades chairperson.
5. The parties agreed in the event that advanced postings become necessary, the parties will meet to develop and/ or make appropriate modifications to the job posting procedure.

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During 2002 negotiations, the parties discussed issues surrounding medically restricted employees who are temporarily placed on jobs outside of their own base departments for extended periods of time. It was agreed that a placement procedure will be developed by the parties following negotiations which will include a maximum duration of temporary restrictions and a tracking system to assist in monitoring each medically placed employee.

During the 2002 negotiations the union raised concerns regarding the workload of the special committeeperson in handling launch and engineering initiated issues at the Oakville site. The company assured the union that it will continue to assess the workload of the special committeeperson and provide assistance when required.

-----

During 2002 negotiations, the parties discussed changing the walk codes currently listed in the predetermined time standards system called Modapts. The union expressed concern that the current codes do not allow for acceleration and deceleration in short walks within a workstation.

The parties agreed that after these negotiations, they would jointly develop a letter which outlines the concern with Modapts walk codes. This letter would be forwarded to the Modapts Association for their adjudication of the concern. Both parties agreed that the Modapts ruling would be adopted in the plants.

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During 2002 negotiations, the parties discussed the need to track those elements of jobs that have been resolved through the efforts of the local ergonomic committee. The union expressed concern that the subsequent movement of these elements might create another ergonomic problem if the new setup and layout was not similar to the original position. The company assured the union that the use of the Ergonomic Checklist, which is part of the Work Allocation procedure used at Oakville, would identify any potential ergonomic problem before these elements were allocated to the new position.

-----

During 2002 negotiations, the parties reaffirmed the utilization of the 'Work Allocation and Ergonomic Checklist Procedure' implemented at the Oakville site. This procedure identifies and resolves potential ergonomic and health and safety matters associated with work allocations before assigning elements as provided by the procedure and accompanying flowchart.

During 2002 negotiations, the parties discussed the asbestos control program in the plants. The company provided assurances that the Asbestos Control and Containment Program is operating effectively. Specific examples were cited of locations at which disturbed asbestos was repaired and/or removed as required by the Program. Furthermore, all locations in the plants where asbestos was found have been identified, the condition of asbestos at these locations established, and long term asbestos operation and maintenance plans implemented. The company also assured the union that it would re-emphasize the importance of the Program with the appropriate members of management.

-----

During 2002 negotiations the parties discussed required safety training for successful applicants who are moving to new assignments which involve unique safety hazards. It was acknowledged that some assignments will require immediate training prior to functioning in a new position. It is understood that management will continue to monitor safety training with respect to job transfers and comply with the required duties of supervisors as specified in the Occupational Health & Safety Act.

-----

The parties discussed during 2002 negotiations the utilization of current resources within the skilled trades representation structure. Skilled trades stewards, from time to time, may be called upon to assist in the resolution of health and safety concerns as they arise.

It was agreed that following negotiations, in order to assist the Joint Health and Safety Committee, the required Health and Safety certification training will be conducted.

-----

During 2002 negotiations, the parties discussed appointed skilled trades positions such as FPS/FTPM coordinator, hourly joint apprenticeship committee representatives, and skilled trades trainers. It was acknowledged that within ninety (90) days following the effective date of the collective agreement, the appointments to these positions would be appropriate for review by the skilled trades chairperson. Following this review, the skilled trades chairperson will notify the human resources manager in writing of any proposed changes. It is understood that these positions will be subject to review by the skilled trades chairperson periodically throughout the term of the collective agreement.

During 2002 negotiations the skilled trades chairperson raised concerns with the consistent application of Appendix "M" when canvassing skilled trades employees for overtime opportunities. The skilled trades chairperson was assured that following negotiations a meeting of appropriate members of plant management would be held to emphasize the proper canvass of skilled trades employees in accordance with the provisions of Appendix "M". The skilled trades chairperson will be in attendance at this meeting.

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During 2002 negotiations the parties discussed facility improvements at the Ontario Truck Plant. The company agreed to provide the following facility improvements as soon as reasonably practical:

- Four (4) new additional computers
- Additional Job Ad station - chassis
- Three (3) new fax/printer/copiers
- Twenty (20) chairs for Paint satellite
- Ten (10) chairs Paint maintenance satellite
- To add and maintain ten (10) microwaves and one (1) paper towel dispenser in each canteen (as discussed)
- Outside lunch area for Body (two (2) picnic tables)
- Eight (8) picnic tables
- Additional companion phones
- Plywood flooring
- Resource Library (single expense)
- Skilled Trades preventative maintenance equipment (as discussed)
- Software upgrades to automatic Job Advertising System
- Addition to Body Shop Union office
- New window in Paint at #1 Transfer

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During 2002 negotiations, the parties discussed the matter of facility improvements at the Oakville Assembly Plant. The company agreed to provide the following facility improvements as soon as reasonably possible:

- Rest areas (as discussed)
- Ergonomic matting
- Union office equipment
- Women's washroom in shipping building
- Install one satellite canteen in material handling area
- Six (6) microwave ovens (spares)
- Four (4) televisions (spares)
- Install thermo-pane windows in union office
- Enlarge Trim union office
- Two (2) "flatbed" vehicles for tradespersons
- Office for skilled trades trainer
- Infrared camera for skilled trades
- Repair shipping yard asphalt
- Repair south parking lot (as discussed)
- Address sound and ventilation issues at rolls test
- Install ceiling at W09 change room
- New lockers (as discussed)

-----

During 2002 negotiations, the parties discussed the timely transfer of successful applicants identified through the job advertising process. While the parties agreed that it is impractical to attempt to identify a specific period within which all transfers will be made since the period necessarily varies according to the circumstances in each case, the parties did agree to establish the following guidelines:

- Employees transferring from a base classification will be transferred to the opening for which he/she applied by the Monday following the 26th day after the advertisement closed.
- Employees transferring from a utility classification will be transferred to the opening for which he/she applied by the Monday following the 40th day after the advertisement closed.

The company agreed to provide the applicable committee person access to the list of successful applicants and outstanding transfers.

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During 2002 negotiations, the parties discussed the job advertising procedure and agreed to the following modifications:

- All notices of job openings shall be posted as early as possible on Thursdays and shall remain posted for four (4) regular working days.
- Implementation of changes shall be made to the computerized job bidding system to allow for personal identification numbers.
- All applications for posted openings shall be submitted through the computerized bidding system.
- Employees will be enabled to prioritize multiple applications during a given four (4) day posting period.
- Employees shall be permitted to withdraw an application prior to the closing date of a posting.
- A successful applicant will be issued a transfer ticket indicating the date of his/her transfer.
- The current practice of allocating senior pro-tem employees to open positions shall continue.
- The parties agreed to review the posting procedure with respect to employees in one of the trades listed in Appendix "H" with the skilled trades chairperson.

-----

During 2002 negotiations, the Company discussed with the skilled trades chairperson, the job advertising procedure and agreed to the following modifications as they pertain to skilled trades employees listed in Appendix "H":

- Skilled trades employees must be transferred to the opening for which he/she has applied by the Monday following the 40th calendar day after the advertisement closes.
- An employee shall not be eligible to apply for another opening under the job advertising provisions for a period of six (6) months from the first day following the forty (40) day period.
- An employee who has been declared successful on a job ad will be eligible for any preferred canvass for a job in his/her new department during the forty (40) day period.

## STATEMENTS -- 2005

During 2005 negotiations, the parties discussed fair and equitable distribution of overtime and extra time. The parties agreed that all overtime and extra time worked by an employee will be charged against his/her overtime and extra time record. It is understood that this statement does not apply to employees in one of the trades listed in appendix "H".

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During 2005 negotiations, the parties discussed the merits of the weekly overtime selection process for Skilled Trades employees. The company and the union agreed that the process developed following 1999 negotiations was beneficial to all parties and will be continued for the duration of the 2005 agreement.

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During 2005 negotiations, the parties discussed the merits of continuing the use of departmental skilled trades "planners" at Oakville. The company assured the Skilled Trades Chairperson that this project would be continued for the term of this collective agreement. The company and the union agreed that the skilled trades planners would assist in designing, planning and expediting skilled trades work, including construction projects, as well as assist in planning and scheduling of skilled trades training, vacations, SPA and overtime tracking and canvassing. The parties recognized the evolving role of these positions and agreed that the responsibilities of the skilled trades planners may not be limited to the above. It was agreed that any concerns arising out of the use of the skilled trades planners would be appropriate for discussion between the skilled trades chairperson and the Human Resources Manager.

During 2005 negotiations, the parties discussed an employee's access to his/her apprenticeship test results. The company agreed to continue the recently implemented practice of posting test results in plant for individual employee's review.

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During 2005 negotiations, the company and union discussed the provision and scheduling of cafeteria service at the Oakville plant. It was agreed that as soon as practical following these negotiations the parties would meet to discuss the hours of operation of plant cafeterias and to establish a process for communicating cafeteria hours on a weekly basis.

-----

During 2005 negotiations, the parties discussed the employment of skilled trades apprentices in the event of a layoff in the skilled trades. The company assured the skilled trades chairperson of its intention to have apprenticeships completed in a timely fashion and without interruption where practical. The parties agreed that the provisions of Appendix J will also apply to layoffs of less than thirty (30) calendar days.

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During 2005 negotiations, the parties discussed the site security issues associated with the multiple building manufacturing complex at Oakville. The union acknowledged the importance of providing security for employees and company assets, but requested the company provide information regarding planned security enhancements at Oakville.

The company advised the union that an employee photo identification card access system would be implemented across the Oakville site. The system will not be used for timekeeping purposes. The company agreed to provide the union with details on the communication and implementation of this system as soon as practicable following negotiations.

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During 2005 negotiations, the parties discussed the ongoing requirements for skilled trades technical training. The skilled trades chairperson raised concerns with workforce training in relation to new vehicle launches, and the continuing role of peer trainers in the provision of technical and safety training. The company assured the union that the training and competency of its skilled trades workforce is a critical element of the plant's overall operating plan. Additionally, the company recognized the merits of skilled trades peer training at Oakville and the contributions employees have made in these roles.

The company agreed to convene a meeting following negotiations to discuss aspects of training and the role of skilled trades trainers in the upcoming launch of flexible manufacturing at Oakville. The skilled trades chairperson will be in attendance at this meeting with appropriate members of plant management including the launch planning organization.

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During 2005 negotiations, the company and the union discussed parking arrangements for pregnant workers. The parties agreed that it would be mutually beneficial to provide ten (10) parking spaces at the Oakville Plant for the exclusive use of expectant mothers.

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During 2005 negotiations the parties discussed facilities at the Oakville Assembly Complex. The company agreed to provide the following facility improvements as soon as reasonably practical:

- Refurbish and equip union offices (as discussed)
- Eight (8) spare televisions
- Fifteen (15) microwave ovens
- Eight (8) "hotel style" ice machines
- Fifteen (15) tricycles for skilled trades
- Provide for outdoor protected sitting areas (as discussed)
- Upgrades to job advertising system

-----

During 2005 negotiations, the parties discussed the importance of manpower stability during and following new vehicle launches. To support the successful transition to flexible manufacturing at Oakville Assembly, the parties agreed that skilled trades successful applicants will be restricted from applying to openings for a period of up to twelve (12) months following Job 1 of the flexible manufacturing program.

## STATEMENTS -- 2008

During 2008 negotiations, the parties discussed skilled trades repair facilities at Oakville. The company agreed that following negotiations, a meeting would be convened with representatives of plant engineering to provide the skilled trades chairperson an opportunity to discuss concerns related to the repair facilities for skilled trades employees.

-----

During 2008 negotiations, the parties discussed the contributions of the Preventative Maintenance Planning function at Oakville. The company expressed its intentions to retain the current PM Planners for the duration of the 2008 collective agreement. Should circumstances arise which may require an alteration to this intention, the company will meet with the skilled trades chairperson in advance of any action to explore alternatives.

-----

During 2008 negotiations the company and the union agreed to delete the Welder Maintenance Trade classification from appendix 'H'. Displaced employees will be eligible to access one of the Job & Income Security programs detailed in the collective agreement. Any Welder Maintenance employees that choose not to elect one of the aforementioned programs can elect, at their option, to be transferred to a classification other than one of the classifications listed in appendix 'H'. Following this reduction, work formally performed by the Welder Maintenance classification will be reassigned to appropriate remaining classifications listed in appendix 'H' where practical.

-----

During 2008 negotiations the parties discussed facility improvements at the Oakville Assembly Complex. The company agreed to provide for the following:

- Establish a 2008 Negotiations Facility Improvement budget. A meeting will be convened following negotiations between the plant & skilled trades chairpersons, a labour relations representative, and plant engineering representative to establish an agreed upon facility improvement priority list.
- Refurbishment of the washroom at W04

During 2008 negotiations, the parties held extensive discussions on the overall cost competitiveness of the Oakville Assembly Complex relative to industry benchmarks. Central to these discussions were the identification of non-core operations performed by company employees, at Oakville.

The company identified the following skilled and non-skilled functions as non-core operations, appropriate for re-sourcing following 2008 negotiations:

- Plant Services, including janitorial services, cleaners, outside drivers, rail track maintenance, spraybooth and duct cleaning, cardboard, snow removal and yard service operations;
- Industrial Garage;
- Multi-level and associated outside driving (Shipping).

Additionally, the company indicated that the degree of re-sourcing will require significant coordination to implement efficiently and, to this end, the company would realize completion of sourcing actions utilizing a phased approach.

Further, the company acknowledged the union's concerns regarding the impact these actions would have on employees currently assigned to the affected operations. The company agreed to work with both the local and national union to explore opportunities to mitigate the impact on employees.

-----

During 2008 negotiations, the company and the union held extensive discussions regarding the existing job advertising procedure as outlined in the 2004 flexible manufacturing agreement. The union raised concern that the advertisement of openings by classification only does not enable employees to make informed decisions in the application process. The parties agreed that the existing procedure as outlined in the 2004 flexible manufacturing agreement would be amended to provide that advertisements for openings in base classifications include the identification of the job that is open. It was agreed by the parties that a successful applicant would commence his/her assignment in the classification on the job identified in the advertisement. The union assured the company that a successful applicant will be deemed as belonging to the advertised classification, and that the practice of job identification does not imply ownership of a particular job in the classification.

During 2008 negotiations, the parties discussed union representation at the Oakville Assembly Complex. In reference to section 10.23 of the Collective Agreement, the company agreed to maintain a minimum of 19 committeepersons for the term of the 2008 Collective Agreement. It was understood however, in the event that a significant line speed reduction or a shift reduction action occurs, the representation entitlement will be adjusted in accordance with the provisions of section 10.23 of the Collective Agreement based on the number of employees in the bargaining unit at such time.

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During 2008 negotiations, the company and the union discussed aspects of the transition of union representation at Oakville under Article 10 of the collective agreement to a full-time committeeperson model. The parties agreed that effective May 5, 2008, wherein this Exhibit B the term steward is used, the applicable letter or statement shall imply reference to committeeperson in place of steward.

### **STATEMENTS -- 2009**

During 2009 negotiations, the union raised concerns regarding the effect an expanded TPT program would have on the absentee allowance rolls at the Oakville Assembly Complex. The company assured the union that the current absentee allowance staffing models would not be adversely affected as a result of an expanded TPT program.

-----

During 2009 negotiations, the parties held extensive discussions on non-core operations and their detrimental effect to the overall cost competitiveness of the Oakville Assembly Complex relative to other assembly plants. Accordingly, the parties agreed to re-source the following operations:

- MP&L Shippers
- MP&L Clerks
- Material Replenishment Coordinators (MRC)
- General Stores
- Small Tool Repair
- Machine Cleaners
- Cycle Checkers

- Drum Changers
- Blue Hut Drivers
- Scrap and salvage operations
- Proportional utility roll
- Skid handling duties

The re-sourcing of the aforementioned actions would be achieved utilizing a phased approach to commence no sooner than January 1, 2010.

Notwithstanding the above, the following operations will be re-sourced no sooner than September 1, 2011 unless mutually agreed to by the parties:

- Small Tool Repair
- Cycle Checkers
- Drum Changers

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The parties also agreed to implement the following operational efficiencies:

- methods to increase the effectiveness of the Incoming Quality department, such as utilizing vendor engineers to work with CAW employees
- the cessation of dress-up time payment.

-----

Notwithstanding all agreement provisions and past practices pertaining to the usage of Temporary Part-Time Employees (TPT's) the parties agreed to expand the use of TPT's to cover absences anytime during the workweek including contractual, casual, and leave of absence. This expanded use of TPT's will be contingent upon no permanent, full-time production employees on indefinite layoff.

## STATEMENTS -- 2012

During 2012 negotiations the parties discussed facility improvements at the Oakville Assembly Complex. The company agreed to provide for the following:

- Establish a 2012 Negotiations Facility Improvement budget. A meeting will be convened following negotiations between the plant & skilled trades chairpersons, a labour relations representative, and other appropriate plant representatives to establish an agreed upon facility improvement priority list.
- Address maintenance concerns in the Bloor Street cafeteria including painting, stripping and cleaning of floors, and picnic tables.
- Address maintenance concerns in the fitness centre, including replacement of damaged and missing ceiling tiles, and cleaning of washroom and shower facilities.
- Provide an exterior rest area between N34 and N35, including picnic tables protected by appropriate guarding.
- Addition of a shelter/awning outside at the North Dock area equipped with picnic tables protected by appropriate guarding.
- Improvements to existing shelters outside Chassis V2 and V07 doors.

-----

During 2012 negotiations, the company and the union had extensive discussions around the contributions of the various skilled trades planning functions at Oakville. The company assured the union it intends to retain the current Preventative Maintenance (PM) Planners, Hourly Manpower Planners and FIS Planners for the duration of the 2012 collective agreement. It was agreed that any concerns arising out of the use of the skilled trades planners would be appropriate for discussion between the Skilled Trades Chairperson and the Human Resources Manager.

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## EXITED NON-STRATEGIC SKILLED TRADES WORK

During 2012 negotiations, the company and the union held discussions regarding the exiting of non-strategic skilled trades work. The parties agreed to meet after 2012 negotiations to develop a process to assess opportunities for the skilled trades workforce to be considered to perform non-core/non-strategic work currently exited as it relates specifically to the Building Envelope Maintenance and Construction. This includes such considerations as safety, competency, competitive cost, availability and efficiency of the workforce, timing, availability of equipment and other material requirements, and other project management related aspects. It is understood that any insourcing of work shall be competitive in terms of these priorities. Key stakeholders, including the Skilled Trades Chairperson, Labour Relations Supervisor and other relevant personnel, shall have meaningful discussions during this review. To do this, it was agreed to share public, non-personally identifiable information with the premise to allow for proper cost estimates to be reviewed by both sides.

Furthermore, the parties agree that the prior agreement pertaining to the exiting of non-strategic skilled trades work shall be amended to provide that any installation, construction, and/or maintenance on building exteriors and beyond, including but not limited to fences, gates, and signs may be contracted out. The preceding work functions may, at the company's discretion and without precedent, cease to be performed by existing bargaining unit employees in the trades listed in Appendix 'H'. In addition, the skilled trades provisions of Appendix 'T' will be waived for the preceding work functions. All previously negotiated 2009 Exited Non-Strategic Skilled Trades work shall remain unchanged and is not affected by this statement.

-----

During 2012 negotiations, the parties identified the need to clarify certain issues previously bargained in 2008 regarding the resourcing of the Industrial Garage.

The parties agree that the outcome of the 2008 discussions was an understanding that a third party vendor would take over the management of the Industrial Garage, at a time to be determined by the company. Furthermore, the parties agreed that as employees in the department 1843-R leave the department through retirement or attrition, that those positions would not be filled by Ford employees. The third party vendor shall employ its

own staff to perform the work. The union understands that it is the company's intent to exit all work associated with the Industrial Garage.

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During 2012 negotiations, the parties discussed the condition of crib facilities in the Body department. Following negotiations a meeting will be convened with representatives from the department and the skilled trades chairperson to review the specific improvements that are required to address the concerns raised and support an aligned and capable organization.

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During 2012 negotiations the parties had discussions regarding incidents of skilled trades employees engaged in activities such as troubleshooting or repair that would require them to work beyond the conclusion of their shift. Notwithstanding the provisions of Appendix M, the parties agree that the skilled trades employee that has been engaged in the aforementioned activity will be voluntarily retained to complete the assignment and/or to allow for sufficient overlap with the skilled trades person on the incoming shift, up to a maximum of thirty (30) minutes.

### **STATEMENTS -- 2016**

At 2016 negotiations the parties discussed the local application of Article 21.04(c) and Article 34.02(h). The parties agree that a full time elected representative, upon such time that he/she ceases to hold office, will be placed upon the job he/she held upon election or, if he/she has been declared a successful applicant during his/her elected term, to the job he/she bid to during the elected term. It is understood that the employee holds ownership of the classification only and that the job that was posted is considered to be the starting point.

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During 2016 negotiations, the parties discussed fair and equitable distribution of overtime and extra time. The parties agreed that all overtime and extra time worked or canvassed within an employee's department which is a continuation of his/her shift will be charged against his/her overtime and extra

time record. It is understood that this statement does not apply to employees in one of the trades listed in Appendix H.

-----

At 2016 negotiations, the parties discussed certain issues affecting the skilled trades at Oakville. The company agreed to provide for a crash cart to be added for the purposes of improved response time for production breakdowns.

The company will also fund training for up to four (4) toolmakers in the body department to attend on-site Leica training and CMM training. The specific individuals to be trained will be jointly identified by body management and the union.

-----

During 2016 negotiations, the parties discussed the merits of continuing the use of departmental skilled trades "planners" at Oakville. The company assured the skilled trades chairperson that it intends to retain the current Preventative Maintenance (PM) Planners, Hourly Manpower Planners, and Ford Information System (FIS) Planners for the duration of the 2016 collective agreement. The company and the union agreed that the hourly planners would assist in designing, planning, and expediting skilled trades work, including construction projects, as well as assist in planning and scheduling of skilled trades training, vacations, overtime tracking and canvassing (including Appendix T canvasses). The parties recognized the evolving role of these positions and agreed that the responsibilities of the skilled trades planners may not be limited to the above. It was agreed that any concerns arising out of the use of the skilled trades planners would be appropriate for discussion between the skilled trades chairperson and the human resources manager.

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During 2016 negotiations, the parties had several discussions regarding minimizing the number of controllable unplanned absences. Both the company and the union acknowledge the importance of creating stability in manpower planning, and the adverse impact unplanned absences have on the hourly workforce and the operations of the company.

Accordingly, following negotiations, the company and the union agree to meet and explore the feasibility of implementing

a pilot Compensatory Time Off (CTO) Program for the Oakville Assembly Complex, including consideration of any requirements under the Employment Standards Act, 2000.

Notwithstanding the provisions outlined in Appendix V, it is understood that any CTO program implemented at OAC would allow the company the ability and flexibility to utilize Temporary Part-Time (TPT) employees up to the equivalent number of seniority employees utilizing CTO.

Furthermore, it is understood that the continuation of any pilot CTO program implemented at Oakville Assembly Complex would be contingent upon significantly improved metrics surrounding unplanned absences within the hourly workforce.

It is understood that this program does not apply to employees in one of the trades listed in Appendix H.

-----

During 2016 negotiations, the company agreed that the risk manager would forward security reports related to safety incidents and a log of incidents that resulted in the attendance of community emergency services at the plant to the plant chairperson, skilled trades chairperson, and safety representatives. The plant chairperson, skilled trades chairperson, and safety representatives would also be notified by the risk manager of other relevant premise related items.

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During 2016 negotiations, the parties had discussions around work that had been previously negotiated in 2009 to re-source. The company assured the union that it no longer intends to re-source the following operations:

- Small Tool Repair
- Blue Hut Drivers
- Material Replenishment Coordinators (MRC)
- Cycle Checkers

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During 2016 negotiations, the union expressed concern about “pro tem” employees being retained in material handling, quality control, body and paint departments for lengthy periods of time. The company agreed that when there is a requirement for additional manpower in these

departments for a limited period of time, the company will not advertise such requirements but will discuss these requirements with the committeeperson involved and give serious consideration to any comments the committeeperson may have.

The company agreed that it would not retain employees in “pro tem” status beyond (6) six months in these departments. In the event an employee reaches the (6) six month limit, a job ad will be posted, if required, and the employee will be transferred out of the department as soon as the successful applicant is transferred into the department.

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During 2016 negotiations, the parties discussed the condition of fans in the plant. The company agreed to ensure fans are cleaned in areas where major maintenance activity has been performed during a long weekend, shutdown or layoff period which, in the estimation of both the Health and Safety Representative and Industrial Engineer overseeing the project, necessitates supplemental fan cleaning.

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During 2016 negotiations, the company agreed to complete annual water testing on 10% of the authorized inventory of ice machines purchased by the company.

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During 2016 negotiations, the company agreed to make substantial improvements to the plant facilities, based on discussions with the bargaining committee.

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During 2016 negotiations, the parties discussed improvements to the job advertising procedure at Oakville. The company agreed to implement an electronic job posting system utilizing television screens at specific locations throughout the plant facilities.

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During 2016 negotiations, the company and union discussed the notification of line speed changes at the Oakville Assembly Complex. The company agreed to provide notification to the union special committee person two (2) weeks ahead of line speed changes on assembly conveyors in the production areas at the Oakville Assembly Complex where practicable.

-----

At 2016 negotiations, the parties discussed administrative practices with respect to the rebalance process. The parties agreed to establish a series of joint meetings to review the progress of job reduction activities throughout the negotiated rebalance period. The frequency and timing of meetings shall be determined by the Plant Chairperson and the Labour Relations Supervisor.

-----

During 2016 negotiations, the parties discussed the Welder Maintenance Trade classification. The company agrees to maintain adequate staffing levels of this trade for the duration of the 2016 agreement. The parties acknowledge and agree that Welder Maintenance employees can be assigned work in a department outside their own for the purposes of addressing necessary operational requirements. It is understood that this agreement does not impact any red-circling actions previously negotiated for the Welder Maintenance Trade classification.

Discussions pertaining to manpower requirements will be held in the M.E. Managers' meeting with the Plant Manager.

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During 2016 negotiations, the parties discussed the use of temporary employees. It was agreed that the temporary workforce allows the company to maximize opportunities for its employees to be away from work and affords the company flexibility to manage its workforce.

The union acknowledges the need for the company to address situations requiring a short term addition to manpower. When these issues arise the company will discuss the short term manpower needs with the Plant Chairperson. The Plant Manager and Plant Chairperson will

meet to discuss the business needs and both parties will work towards a mutually agreed upon solution.

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During 2016 negotiations, the company agreed to reimburse skilled trades employees at their request for their annual renewal of the journey person class membership fee with the Ontario College of Trades upon the company obtaining satisfactory proof of such renewal and payment.



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