



NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

*Stephen R. Lindauer
Impartial Secretary/CEO*

1501 LEE HIGHWAY, SUITE 202 • ARLINGTON, VIRGINIA 22209-1109
TELEPHONE: (703) 841-9707 • FAX: (703) 524-3364 • www.nmapc.org

June 1, 2012

Mr. Ronald Koshewitz
Director, Engineering, Construction and Planning
Ford Motor Company
330 Town Center Drive, Ste. 1100
Dearborn, MI 48126

Mr. Benjamin Monacelli
Manager of Manufacturing Building Construction
Chrysler, LLC
CIMS 482-04-16 800 Chrysler Drive
Auburn Hills, MI 48326-2757

Re: Ford/Chrysler Automotive Addendum

Gentlemen:

This will serve to acknowledge receipt of your joint communication of May 30, 2012 wherein the parties (Ford, Chrysler and the National Maintenance Agreements Policy Committee (NMAPC) Labor Section) have reached agreement on the implementation of a revised Ford/Chrysler Automotive Addendum for all work bid on or after June 4, 2012 at the affected sites as designated.

Specifically, it has been determined that in an effort to perpetuate the partnership between the NMAPC and your respective organizations, the following Addendum terms contained herein will become effective for all NMA work at the designated Ford and Chrysler sites that is bid on or after June 4, 2012.

Addendum Terms:

1. 95% Wage Rate and 100% Fringe Benefits, "Yellow Card Site" status for all affected facilities (See Appendix I/Ford & Appendix II/Chrysler);
2. Effective June 1, 2014, regardless of work scope approval date or bid date, all work at the affected Ford and Chrysler facilities will be performed at 100% Wage Rates and 100% Fringe Benefits. All other provisions of this Addendum will remain in effect until June 1, 2015, including "Yellow Card Site" status for all affected facilities until June 1, 2015 (See Appendix I/Ford & Appendix II/Chrysler);

Building a Partnership of Safety, Productivity, Quality, and Strength



3. When two (2) shifts are worked: first shift is 8 hours worked for 8 hours paid. Second shift is 8 hours worked for 8 hours paid plus \$1.00 per hour shift additive. Third shift is 8 hours worked for 8 hours paid plus \$1.25 per hour shift additive;
4. Off-site Orientation and Welding Certification will be at no expense to the customer;
5. Establish an expectation of performance like those found in the Code of Excellence programs for all Trades;
6. Local Tripartite Committees must be instituted for effective implementation of this Addendum for projects performed at each facility.

Please be further advised that any projects that have already received a formal work scope approval by the NMAPC to utilize the Ford/Chrysler Automotive Addendum (i.e. 90%), or any Site Extension Request (SER) that was approved prior to June 4, 2012, will continue to benefit from the terms and conditions of the Ford/Chrysler Automotive Addendum (i.e. 90%) through its completion. A list of Ford and Chrysler projects that have received formal work scope approval by the NMAPC is attached to this correspondence (See Appendix III).

Please advise your contractors and sub-contractors as well as your procurement departments of this addendum to the National Maintenance Agreements and that they may proceed to call for bids (consistent with the enclosed yellow card) under the terms of the National Maintenance Agreements.

Please contact this office if you have any questions.

Very Truly Yours,



Stephen R Lindauer
Impartial Secretary/CEO

SRL/dmh

cc: NMAPC Committee
(All w/ attachments)



May 30, 2012

Mr. Stephen R. Lindauer
Impartial Secretary/CEO
National Maintenance Agreements Policy Committee, Inc
The Association of Union Constructors
1501 Lee Highway, Suite 202
Arlington, Virginia 22209

Dear Mr. Lindauer

We would like to begin this letter by thanking you and the Labor Section Committee for the timely consideration given to our most recent proposal dated May 9, 2012 wherein we offered what we believed was a fair compromise as we continue down this partnership journey. I also want to thank all those who I had the opportunity to meet with personally at the TAUC conference held at Hilton Head Island, SC during the week of May 14th. I believe the dialog there and the candid discussions held, have led to the committee's latest proposal dated May 22, 2012.

Also, we would be remiss if we did not continue to recognize the building trade's men and women for their continued commitment to the U.S. auto industry and the support they have provided these past three years while working under the NMA Ford/Chrysler Labor Addendum. The addendum was an enabler to drive our two companies to generate more than 9.3 million hours of building trades wages and fringes.

After careful deliberation and review of the committee's proposal by our respective management teams we at Ford and Chrysler agree to the proposal contained in the letter dated May 22, 2012; this of course assumes that the automotive industry continues to recover at a slow but steady pace as expected. I would like to highlight one of the items contained in the committee's latest proposal that upon acceptance I believe exemplifies Ford's and Chrysler's commitment to the spirit of a true partnership and transition; that being our commitment to the "Yellow Card Site" status for the third year of this agreement at the 100% base and fringe wage rate. I cannot say for certain but I doubt if this kind of commitment has ever been established in the past and not to the magnitude and scale of activity that our two companies combined has to offer.

We look forward to your support as we go forward with this latest Ford/Chrysler Automotive Addendum and the transitions that we together will have to navigate through.

Sincerely;

Ronald W. Koshewitz RA, CCS
Director, Construction Services
Ford Motor Company

Benjamin Monacelli RA
Senior Manager, Building Construction and Planning
Manufacturing Engineering
Chrysler LLC

NMAPC/Ford Automotive Addendum Facilities List

<u>Facility Name</u>	<u>City</u>	<u>State</u>
Arizona Proving Grounds	Whitman	AZ
Chicago Assembly	Chicago	IL
Chicago Stamping	Chicago Heights	IL
Indianapolis Plant	Indianapolis	IN
Louisville Plant	Louisville	KY
Kentucky Truck	Louisville	KY
Auto Alliance/Flat Rock Assembly	Flat Rock	MI
Research & Engineering Center & Out Buildings	Dearborn, Allen Park	MI
Dearborn Tool & Die	Dearborn	MI
Dearborn Diversified	Dearborn	MI
Dearborn Engine & Fuel Tank	Dearborn	MI
Dearborn Stamping	Dearborn	MI
Dearborn Truck	Dearborn	MI
Livonia Transmission	Dearborn	MI
Rawsonville	Rawsonville	MI
Romeo Engine	Romeo	MI
Sterling Heights	Sterling Heights	MI
Van Dyke Transmission	Van Dyke	MI
Michigan Assembly (Michigan Truck)	Wayne	MI
Wayne Assembly/Stamping	Wayne	MI
Woodhaven Stamping	Woodhaven	MI
New Model Program Development Center	Allen Park	MI
Wixom Assembly	Wixom	MI
Rouge Complex	Dearborn	MI
Livonia Parts	Livonia	MI
Brownstone Parts	Brownstone	MI
Michigan Proving Grounds	Romeo	MI
Milan Plant	Milan	MI
Monroe Plant	Monroe	MI
Saline Plant	Saline	MI
Sheldon Road Plant	Plymouth	MI
Woodhaven Forge	Woodhaven	MI
Twin Cities Assembly	St. Paul	MN
Kansas City Assembly	Claycomo	MO
Buffalo Stamping	Buffalo	NY
Ohio Assembly	Avon Lake	OH
Cleveland Engine 1	Cleveland	OH
Cleveland Engine 2	Cleveland	OH
Lima Engine	Lima	OH
Sharonville Transmission	Sharonville	OH
Walton Hills Stamping	Walton Hills	OH
Bellevue Plant	Bellevue	OH
Sandusky Plant SOLD	Sandusky	OH

NMAPC/Chrysler Automotive Addendum Facilities List

Powertrain Plants

<u>Facility Name</u>	<u>City</u>	<u>State</u>
Dundee Engine (GEMA)	Dundee	MI
Indiana Transmission 1	Kokomo	IN
Indiana Transmission 2	Kokomo	IN
Kokomo Transmission	Kokomo	IN
Kokomo Casting	Kokomo	IN
Mack Engine Plant	Detroit	MI
Mack Engine Plant 2	Detroit	MI
Marysville Axle	Marysville	MI
Tipton Transmission	Tipton	IN (Added 2-1-13)
Toledo Machining	Toledo	OH
Trenton North Engine	Trenton	MI
Trenton South Engine	Trenton	MI

Assembly Plants

<u>Facility Name</u>	<u>City</u>	<u>State</u>
Belvidere	Belvidere	IL
Jefferson North	Detroit	MI
Sterling Heights	Sterling Heights	MI
Toledo Assembly Complex	Toledo	OH
Warren Truck	Warren	MI
Conner	Detroit	MI

Stamping Plants

<u>Facility Name</u>	<u>City</u>	<u>State</u>
Belvidere	Belvidere	IL
Mt. Elliott Tool & Die	Detroit	MI
Sterling Heights	Sterling Heights	MI
Twinsburg	Twinsburg	OH
Warren	Warren	MI

**Work Scopes Formally Approved under the Ford/Chrysler Automotive Addendum to the
National Maintenance Agreements (NMA), as approved June 3, 2009**

Ford Motor Company

Site	Project
Michigan Assembly Plant	Facility modifications to accommodate new product line
Louisville Assembly Plant	Escape Vehicle Program
Lima Engine Plant	Various facility modifications to the existing plant and surrounding site
Kansas City Assembly Plant	Various facility modifications to the existing plant and surrounding site, including Body, Paint, Stamping and Final Assembly areas as they apply to the F150 program and the V363 Transit program
Chicago Assembly Plant	Development of employee parking lot
River Rouge Complex	Various facility modifications to the existing plant and surrounding site, including Body, Paint, Stamping and Final Assembly areas
Wayne Stamping Plant	Stamping Modernization Program
Auto Alliance / Flat Rock Plant	Fusion / Mustang Vehicle Programs including two (2) additions to support

Chrysler, LLC

Site	Project
Belvidere Assembly Plant	Site Preparation; Storm Sewers, and Pavement Installation
Belvidere Assembly Plant	Construction of Body Shop addition as well as other various modifications to the existing Belvidere Assembly Plant including; site improvements, construction of manufacturing building, miscellaneous truck and dock installations, and modifications to support facilities.
Global Engine Manufacturing Alliance (GEMA)	Removal, Relocation, and Installation of existing and new equipment that will be used to machine a new four cylinder block, crankshaft, and cylinder head. - Installation of New Assembly Equipment.
Indiana Transmission I	Removal and rearrangement of existing 545/68 RFE manufacturing processes to create space for the new EP2 9-Speed Front Wheel Drive Transmission including; modification / retool of existing machine tools, and purchase and installation of new equipment that will be used to machine a variety of transmission components (Cases, Shafts, and Gears, etc.)
Kokomo Transmission Plant	8R45/70 8-Speed Rear Wheel Drive Transmission including the removal, rearrangement and installation of existing and new equipment that will be used to machine a variety of transmission components (Cases, Shafts, and Gear, etc.) and the purchase and installation of new assembly equipment including; modifications and upgrades to the KTP Facility infrastructure incorporating structural and utility (electrical and mechanical) system improvements.
Belvidere Assembly Plant	Addition to previous Chrysler Work Scope request of July 6, 2010 (Project Name: Body Shop Addition and Various Modifications to Existing Belvidere Assembly Plant) to also include; all production equipment installation in the Body, Trim and Paint Shops for this program.
Sterling Heights Assembly	All work required for the site improvements, construction of a manufacturing building, miscellaneous truck dock installations, modifications to other support facilities and installation of production equipment in the Paint, Body and Trim Shops.
Trenton Engine Plant	Removal, relocation and installation of existing and new equipment that will be used to machine six cylinder block, cylinder head, crankshaft and camshaft. It will also include the purchase and installation of new assembly line equipment. * Ford/Chrysler Automotive Addendum as approved 6-3-2009 and extended on 4-7-2011 will cover the entire scope of work through its completion. * Intention to use IBEW VDV as approved on 9-1-2006 * Substance Abuse Testing
Toledo North Assembly	The program will include all work required for site improvements, construction of a manufacturing building, miscellaneous truck dock installations, modifications to other support facilities and installation of production equipment. * Ford/Chrysler Automotive Addendum as approved 6-3-2009 and extended on 4-7-2011 will cover the entire scope of work through its completion if this work scope is approved.