

STRATEGIC PARTNERSHIP AGREEMENT BETWEEN MIOSHA, UAW INTERNATIONAL UNION, & THE FORD MOTOR COMPANY

Partners

The following partners to this agreement include the Michigan Occupational Safety and Health Administration (MIOSHA), International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW); and the Ford Motor Company (Ford). This agreement covers all Ford locations in Michigan as described in Appendix A.

Purpose/Scope

The leadership of MIOSHA, UAW and Ford agree to construct a partnership based on a common vision committed to providing employees a healthful and safe work place and to demonstrate leadership, responsibility, and accountability in furthering worker health and safety at all Ford locations, thereby continuously reducing worker injuries and illnesses.

Goals/Strategies/Measurements

The primary goal of this partnership is to reduce potentially fatal events, injuries and illnesses at all Ford locations in Michigan through the creation of a proactive health and safety culture. Implementation of the elements of Safety and Health Programs (SHP), compliance to Ford's Safety Operating System (SOS) and its elements (See Appendix B), and a cooperative non-adversarial relationship that optimizes the resources of all parties will create a successful partnership. Performance metrics used to monitor and track the success of this partnership shall include the Total Case Incident Rates (TCIR) and Days Away, Restricted and Job Transfer (DART) rates of Ford locations in Michigan. The participants may present information collected and reported using SOS tools, joint programs developed by the National Joint Committee on Health and Safety (NJCHS), and on MIOSHA Day visits, where that information has been contributory to achieving the goals of the partnership.

Evaluation

A written annual evaluation will be developed by MIOSHA. Ford will provide data used for this evaluation. The evaluation will address trends noted in the injury and illness data based on the previous calendar year. Among the information included in the evaluation there will also be an analysis of the employer's internal audit results, protocol-related analysis, and the results of the MIOSHA Day visits for the individual participating sites.

Benefits

This partnership shall demonstrate proactive measures in providing health and safety workplace strategies. Furthermore, MIOSHA should benefit from leading edge technologies, health and

safety research, and the identification of emerging issues generated at Ford locations. Ford locations may be used as pilots for MIOSHA to spread these health and safety concepts to other companies. Finally, all parties should benefit from positive collaborative information relative to the partnership and whenever health and safety problems are identified and resolved.

Verification

Verification of health and safety progress is a multi-step process, which may include but is not limited to:

- Data collection and analyses.
- Annual reports and other information provided to MIOSHA.
- MIOSHA compliance inspection(s).
- MIOSHA Day visits

Each participating site (Appendix A) will receive a “MIOSHA Day Onsite Non-Enforcement Verification Visit” during the life of this agreement. The date of the MIOSHA Day visit will be determined by MIOSHA in conjunction with the site. Sites will provide a predetermined MIOSHA Day Information Package, which includes their MIOSHA 300 log and SOS information for the previous year, and the MIOSHA Day Site Information sheet (Appendix C) to the MIOSHA liaison at least one month prior to the scheduled MIOSHA Day visit. The plant and MIOSHA shall determine which protocols they will review for best practice sharing and areas of opportunity. When there are areas of opportunity, MIOSHA will review best practices from other industries to share with the plant. MIOSHA representatives will review this information prior to the MIOSHA Day visit.

The selection process for identifying sites that will receive MIOSHA Day visits will be developed by the Partnership Steering Team during its first meeting after the signing of this agreement and annually thereafter.

CONFIDENTIAL DOCUMENTS AND INFORMATION: The documents, and information in them, provided by Ford Motor Company during or in connection with MIOSHA Day Meetings are provided in confidence, for the sole purpose of and in accordance with this Strategic Partnership Agreement, and may not be disclosed to any third party or used for any other purpose without the express written permission of Ford Motor Company.

MIOSHA Day Meeting

The plant manager, the union chairperson, and their leadership team will provide a briefing to the MIOSHA representatives. The briefing will include a review of the injury and illness experience for the facility for the past year and any developing trends as compiled by Occupational Health and Safety Information Management (OHSIM) System. The briefing will also include a review of results from Safety Walks and Safety Observation Indexing (SOI); summary and outcomes of recent Learning Events; results of the SOS evaluations conducted since the last MIOSHA Day

meeting and the corrective actions taken if the site had a visit during the last Agreement period. The written materials from the MIOSHA Day meeting will be given to the appropriate MIOSHA partnership representative(s) for analysis, including Ford site managers, and the UAW. This review should take no longer than one (1) hour.

During the MIOSHA Day visit, MIOSHA will conduct an informal walk-through of the facility. The purpose of the walkthrough is to verify that the information presented in the MIOSHA Day briefing is an accurate portrayal of what is occurring within the facility. If observable conditions and program implementation are not consistent with the information provided at the MIOSHA Day meeting, a focused inspection could be initiated and expanded to a traditional enforcement inspection with the approval of the MIOSHA representative. Additionally, if during the visit, MIOSHA personnel identify serious hazards that site management refuses to correct, MIOSHA will make a referral for an enforcement inspection.

MIOSHA may return at a later date for a monitoring visit as an extension to the MIOSHA Day visit, to investigate complaints, referrals, and to perform Site Specific Targeting (SST) inspections at partnership plants. Monitoring visits are considered enforcement inspections, and as such, citations may be issued at that time. MIOSHA Administration will be notified when a monitoring visit is scheduled. The MIOSHA members of the steering committee will coordinate the monitoring visits.

It is understood that items identified as opportunities for improvement by MIOSHA will be prioritized for action, with timing milestones as determined by good health and safety practice and by joint agreement of UAW/Ford Health and Safety Professionals. In general, items identified by Ford, the UAW, and MIOSHA deemed to be other than serious in nature, will be abated immediately where practicable, and those will not result in MIOSHA citations.

Management and Operation of Partnership

Steering Committee:

A steering committee will be designated consisting of members from Ford, the UAW, and MIOSHA. The purpose of the steering committee will be to develop an implementation plan, review data and reports, and to meet as appropriate to resolve any issues that arise during the course of this partnership. The steering committee will also be involved in the coordination of site visits and monitoring inspections.

UAW/Ford:

1. Ford will develop a corporate annual report. The report will address trends noted through data analysis. Among the information included in the annual report will be an analysis of the internal audit results, and information from each site's verification report. This report should additionally discuss progress towards meeting the partnership goals.
2. Ford will continue to provide health and safety-related data and information to MIOSHA in a timely manner.

MIOSHA:

1. MIOSHA will continue the use of inquiry letters, phone, and fax procedures for minor investigations as outlined by MIOSHA's current Field Operations Manual.
2. MIOSHA will continue the use of MIOSHA inspections to investigate employee complaints, serious injuries, or fatalities. National or State emphasis programs are not precluded by this agreement.
3. MIOSHA will complete and submit a MIOSHA Day report within 60 days of the MIOSHA Day visit for each site participating in the partnership. Reports shall be forwarded to Ford's Corporate Safety personnel, and UAW-Ford Joint Health and Safety Leadership. The MIOSHA Day report template can be found in Appendix D of this document.
4. MIOSHA will use Ford's corporate annual report data in combination with data from the MIOSHA Day visits to develop an annual report. The Annual MIOSHA Partnership Report template can be found in Appendix E of this document.
5. MIOSHA will report significant program and/or rule changes to the Partnership Steering Team in a timely manner.
6. MIOSHA Consultation Education and Training (CET) division will provide review assistance when new or revised training programs are submitted by the UAW and/or Ford for review.

Employee and Employer Rights and Employee Involvement

Employees bring valuable skills and perspectives to this partnership and their participation is essential. Employee involvement in the day-to-day implementation of worksite safety and health programs and partnership activities is required.

This partnership does not preclude employees and/or employers from exercising any right provided under Act 154, nor does it abrogate any responsibility to comply with rules and regulations adopted pursuant to the Act.

UAW/Ford and MIOSHA recognize that MIOSHA has authority for the enforcement of MIOSHA standards pursuant to the Michigan Occupational Safety and Health Act 154 of 1974, as amended.

Term of Partnership

This agreement will terminate on December 31, 2023. If any signatory to this agreement wishes to modify, amend or terminate their participation prior to the established termination date, written notice within 30 days shall be provided of the intent to withdraw to all other signatories and this agreement will terminate as to the party withdrawing on that date.

2020 PARTNERSHIP RENEWAL AGREEMENT

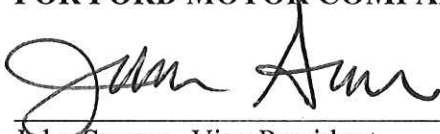
Signature Page

MIOSHA, UAW INTERNATIONAL UNION, AND
THE FORD MOTOR COMPANY,


February 25, 2020

FOR FORD MOTOR COMPANY

FOR MICHIGAN OSHA

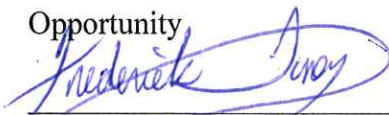


John Savona, Vice President
North American Manufacturing



Barton G. Pickelman, CIH, Director
Michigan Occupational Safety and Health
Administration (MIOSHA)
Department of Labor and Economic

Opportunity



Frederik Toney, Global Vice President
Ford Marketing Sales and Service
Division



Nella Davis-Ray, Division Director
Consultation Education and Training

Michigan Occupational Safety and Health
Administration (MIOSHA)

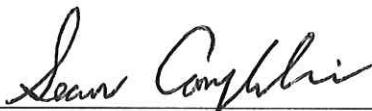


Wendy Burkett, Global Safety Director
Ford Motor Company Manufacturing



Tom Paradiso, Corporate Safety Manager
Ford Co-Chair National Joint Committee

FOR UNITED AUTOMOBILE WORKERS



Sean Coughlin, Assistant Director
National Ford Department Health and Safety



Robb Miller, UAW Co-Chair, National Joint
Committee on Health and Safety

Appendix A

Participating Sites in Michigan

Dearborn Tool & Die Plant	Dearborn/Rouge Site, 3001 Miller Rd., Dearborn, MI 48120
Dearborn Truck Plant	Dearborn/Rouge Site, 3001 Miller Rd., Dearborn, MI 48120
Dearborn Diversified Manufacturing Plant	Dearborn/Rouge Site, 3001 Miller Rd., Dearborn, MI 48120
Dearborn Stamping Plant	Dearborn/Rouge Site, 3001 Miller Rd., Dearborn, MI 48120
Dearborn Engine Plant	Dearborn/Rouge Site, 3001 Miller Rd., Dearborn, MI 48120
Michigan Assembly Plant	Wayne, 38303 Michigan Ave. Wayne, MI 48184
Woodhaven Stamping Plant	Woodhaven, 20900 West Rd., Woodhaven, MI 48183
Livonia Transmission Plant	Livonia, 36200 Plymouth Rd., Livonia, MI 48150
Van Dyke Transmission Plant	41111 Van Dyke, Sterling Heights, MI 48310
Romeo Engine Plant	701 East 32 Mile Rd., Romeo, MI 48065
Sterling Axle Plant	39000 Mound Rd., Sterling Heights, MI 48310
Rawsonville Parts Plant	Textile and McKean, Rawsonville, MI 48197
Brownstown Parts Redistribution Center	25555 Pennsylvania Rd., Romulus, MI 48174
Woodhaven Forge Plant	24189 Allen Rd., Woodhaven, MI 48183
Flat Rock Assembly Plant	1 International Dr., Flat Rock, MI 48134
Advanced Manufacturing Center	25111 Glendal, Redford, MI 48239
Ford Michigan Proving Grounds	74240 Fisher Rd., Romeo, MI 48065
National Parts Distribution Center	11871 Middlebelt Rd., Livonia, MI 48150
Livonia Parts Distribution Center	28301 Schoolcraft Rd., Livonia, MI 48150
Research & Engineering Center	20801 Oakwood Blvd., Dearborn, MI 48121

Appendix B

SOS Elements

1. Safety Training
2. Incident Investigation
3. New Process Design
4. Risk Assessment
5. High Risk Process
6. Safe Practices for Walking Working Surfaces & Housekeeping
7. Contractor Safety
8. Plant Layout to Optimize Pedestrian Safety
9. Powered Material Handling Vehicle Safety
10. Visitor Safety
11. Energy Control & Power Lockout (ECPL)
12. Working at Heights
13. Mobile Elevating Work Platform
14. Personnel Protective Equipment (PPE)
15. Cranes & Hoist Safety
16. Secondary Restraints
17. Combustion Safety
18. Confined Space
19. Electrical Safety
20. Respiratory Protection
21. Laser safety
22. Hearing Conservation & Noise Control
23. Ionizing Radiation Safety
24. Heat Stress
25. Lifting & Rigging
26. Machine/Equipment Guarding
27. Heat Stress
28. Lead & Hexavalent Chromium
29. Asbestos Safety
30. Crystalline Silica
31. Employee Airborne Chemical Risk Assessment
32. Chemical Safety Training (Hazard Communication)
33. Medical Surveillance (MSS)
34. Ergonomics
35. Emergency Preparedness
36. Personal Protective Equipment (PPE)

Note: Elements may be added/removed via steering committee consensus without making modifications to this agreement.

Appendix C

MIOSHA Day Site Information Sheet

UAW - Ford - MIOSHA Partnership MIOSHA Day - Needed Information

To be sent to MIOSHA Liaison at least 1-month before scheduled event day

Site: _____

Site Address: _____ Date of Event: _____

Parking - Any Special Considerations:

PPE: Safety Glasses Hi-Vis Vest Hard Hat Long-Sleeves Safety-Toe Shoes Other:

Site Contact (*Ford*) - Name: _____ Title: _____

Email: _____ Phone: _____

Site Contact (*UAW*) - Name: _____ Title: _____

Email: _____ Phone: _____

Site Metrics

Year	Hours Worked (<i>all employees</i>)	Total Recordable Cases (G+H+I+J)	Total Case Incident Rate (TCIR)	Total Days Away Cases (H)	Lost Time Case Rate (LTCR)	Total Days Away/ Restricted & Job Transfer Cases (DART) (H+I)	DART Rate
Current - YTD							
2019							
2018							

SOS Initiatives - All Sites

1. SOS Element #1 - What are you working on to improve?

2. SOS Element #1- What do you need assistance with?

3. SOS Element #2- What are you working on to improve?

4. SOS Element #2- What do you need assistance with?

Site Chosen SOS Element

1. Element? _____

5. SOS Element #3 - What are you working on to improve?

6. SOS Element #3 -
What do you need assistance with?

4. Site Best Practice(s):

5. What are you doing & why is it a best practice?

Who Should Receive Copies of the Event Report?

Name:	_____	Title:	_____
Email:	_____		_____
Name:	_____	Title:	_____
Email:	_____		_____
Name:	_____	Title:	_____
Email:	_____		_____
Name:	_____	Title:	_____
Email:	_____		_____
Name:	_____	Title:	_____
Email:	_____		_____



MIOSHA Liaison:

Appendix D

MIOSHA Day Report

Facility Name
MIOSHA Day Report
 Date

- 1) **Physical Address**
- 2) **Key Participants (see attached sign-in sheets):**
 United Auto Workers (UAW):
 Ford:
 National Joint Committee on Health & Safety (NJCHS):
 MIOSHA:
- 3) **Observations from Walk-Around:**
- 4) **Opportunities for Improvement:**
- 5) **Best Practices Observed:**
- 6) **Injury & Illness Trends Recordable Rates [2018-Present]**

2020 Current Year-to-Date & prior two full years	Hours	Total Recordable Injuries & Illnesses Cases	Total Case Incident Rate (TCIR)	Total Cases with Days Away from Work or Restricted Activity	Days Away, Restricted, Transferred Rate (DART)	Total Cases with Days Away from Work	Lost-Time Case Rate (LTCR)
*Current							
2019							
2018							

*Year to Date

- 7) **Discussion of Injury & Illness Trends:**
- 8) **Outstanding/Overdue Items from Previous Safe Operating System (SOS) Self Assessments:**
- 9) **Noted Issues of Non-Compliance (if any):**
- 10) **Discussion of Safety Operating System (SOS) Results Trends:**
- 11) **Monitoring Visit Recommended?** Yes No
- 12) **Other Comments:**

Appendix E

MIOSHA Partnership Annual Report

Name and Address of Partnership: Strategic Partnership Agreement Between MIOSHA, UAW International Union, & The Ford Motor Company

Lead MIOSHA Division: Consultation Education & Training Division (CET)

Name of Evaluator:

Evaluation Period:

MIOSHA-300 Log Rates (TCIR & DART) - *Averages for all Partnership worksites included in the evaluation.*

Other Partnership measurement data:

Analysis/explanation of changes in rates and other data:

Impact of Partnership:

Partnership challenges/concerns:

Plans to improve Partnership:

Recommendation:

Facility Data for Evaluation Period



Ryan Kelly

Safety Manager, Ford Customer Service Division PS&L

Ford Motor Company
Livonia PDC / 110
28301 Schoolcraft Road
Livonia, MI 48150
USA

O (734) 742 8437
C (313) 300 9174
rkelly23@ford.com