



INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

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November 30, 2011

**(E-mailed)**

To: Hourly and Salaried Presidents and Building Chairpersons

Greetings,

The arbitration hearing to resolve the Equality of Sacrifice grievance is still ongoing. The arbitrator heard testimony from both sides on Friday, November 25, 2011; however, there are still additional witnesses that must testify.

Originally, we thought the hearing would have concluded on November 18, 2011, after the second of two consecutive days of testimony; however, the depth and gravity of questioning and testimony, particularly from our witnesses, has taken longer than anticipated.

After Friday's meeting, the arbitrator indicated that both sides would be notified within a week as to the next available date to continue the hearing arguments.

It remains our position that the merits of the grievance are valid, and we are confident that we have presented a strong case to the arbitrator regarding the lack of equality concerning Ford Motor Company's reinstatement of bonuses to the executives and salary employees only.

We are cautiously hopeful that at the end of the next arbitration meeting date, the testimony portion of the case will have concluded and the arbitrator will be prepared to begin his deliberations. We further expect that at whatever date the arbitration concludes, the arbitrator, given past practices and taking into consideration the significance of this case, should make his ruling within 90 days.

We appreciate your support and ask that you continue to keep your membership informed, as we will continue to keep you informed.

In Solidarity,

A handwritten signature in black ink that reads "Jimmy Settles". The signature is written in a cursive, somewhat stylized font. Below the signature, the name "Jimmy Settles" is printed in a standard sans-serif font, followed by his title "Vice President and Director" and "UAW National Ford Department" on separate lines.

Jimmy Settles  
Vice President and Director  
UAW National Ford Department

JS:bw

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cc: International Executive Board