FORD MEDICAL SERVICES

Beverley Van Epps, Chairperson

Medical Department Issues

During our last National Contract, a Letter of Understanding was negotiated that directed the Company to sit down with the Nurse Chairpersons to discuss items of concern. The last Senior Advisory Board Meeting was held on October 11, 2002. At this meeting, the Nurse Chairperson from each state site was in attendance, as well as UAW Local 600 representatives and union representatives from several different states and the International UAW.

One of the major topics of concern was the use of agency personnel in our medical departments. The Company was given information that an agency that provides a nurse in the Detroit area is paid $42 an hour. If the agency is scheduling for overtime work, the cost is $63 an hour. An agency that starts its workweek on a Sunday with a nurse working Sunday is paying overtime on Friday and Saturday.

At the Michigan Truck Plant, Research and Engineering Plant, Wixom Plant, Vehicle Operations, and Woodhaven Stamping Plant, the Company is using agency personnel to cover open shifts instead of using UAW supplemental nurses who work for $20 an hour less. UAW supplemental nurses are willing to work with our brothers and sisters in the medical departments because they believe in providing good health care. They do not want to work next to agency nurses who pay no Union dues and have no long-term commitment to our member's health and safety. There are, in the system, some good agency nurses that the UAW nurses would love to work with as brother and sister Union members.

Including benefits for a new hire, the Company would be saving at least $8,000 a year per nurse in each plant that is using agency personnel. For a supplemental nurse to replace an agency nurse and work as contractually called for, the cost would be $20,000 a year less per agency nurse that was replaced.

The Company has said that it is watching the cost of doing business, yet they are not watching what is happening in their medical departments. At one site, the Company cancelled Union nurses and scheduled agency nurses in their place. When the Senior Nurse and Site Committeeperson found out, the problem was resolved.

The reason that some of the medical sites unionized in the first place was to save their jobs. The Company was going to outsource all the medical departments and they knew if they wanted to remain Ford employees, they would need the support of the UAW. What has happened since that time is that the nurses have received backing and support we never knew was possible. The Union has treated us with respect and dignity. The Company continues to want to outsource us and, is again, attempting this by not filling open supplemental spots.

Many medical sites that used to be open routinely on weekends when production was working are now being closed. At the Wixom site, our members are being told that if ERT is on site, they do not need nurses in the medical department. The cost of any one man or woman's health and safety should not be compromised because the Company says they don't have enough money. The UAW has always been at the forefront of Health and Safety and we need to keep going. Don't let your medical departments be closed when you have production running on the weekends.

Please think about demand resolutions for the next National and Local Contracts. We need to talk to our hourly Plant Union Committees and request that they think about putting in writing in their local contract that a minimum number of employees working would require that medical departments be open. The goal is to take care of our brothers and sisters and have them return home from work safely and without injury.

FROM ALL OF THE NURSES AT FORD MEDICAL SERVICES, WE WISH YOU A VERY MERRY CHRISTMAS AND A HAPPY NEW YEAR!

