

## Supplemental Unemployment Benefits

The Provisions of the 2007 UAW-Ford Collective Bargaining Agreement regarding the Supplemental Unemployment Benefit (SUB) Plan shall be modified as follows:

\* Employees with at least one (1) year but less than ten (10) years of seniority shall be eligible to receive SUB Regular Benefits for Qualifying Layoffs for a maximum of 26 weeks during the life of the 2007 UAW-Ford Collective Bargaining Agreement subsequent to the effective date of this Memorandum.

\* Employees with at least ten (10) but less than twenty (20) years of seniority shall be eligible to receive SUB Regular Benefits for Qualifying Layoffs for a maximum of 39 weeks during the life of the 2007 UAW-Ford Collective Bargaining Agreement subsequent to the effective date of this Memorandum.

\* Employees with twenty (20) or more years of seniority shall be eligible to receive SUB Regular Benefits for Qualifying Layoffs for a maximum of 52 weeks during the life of the 2007 UAW-Ford Collective Bargaining Agreement subsequent to the effective date of this Memorandum.

In calculating the weekly SUB Regular Benefit for an employee on a Qualifying Layoff, the offsets for State Unemployment Compensation benefits received for that week shall apply. If an employee is receiving wages from another employer, the employee's SUB benefit may be reduced by an amount equal to the State Unemployment Compensation benefit that employee would otherwise be entitled to if he or she was unemployed.

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