

# Ford employee protection policies report examples

[Business](#), [Company](#)



Ford Motor Company is a company that deals with manufacture of Ford Automobiles. The current CEO and president of the company is Allan Mulally and earns an annual salary of \$1, 400, 000. He also gets cash bonus of \$9, 450, 000. Ford Motor Company has a policy to reduce expenses and conserve cash. For this reason, the company has adopted a policy where the top CEOs have their salaries reduced annually by 30%. The total compensation that Mulally gets including stock awards and long term compensation of stocks is \$26, 520, 515.

Ford Motor Company is a union company. It is among three auto makers which are under the UAW union. They are managed by Fiat Company. They have been in the union and their contract with UAW came to an end in September 2011. The company will continue being represented by unions and will therefore continue being a union company.

Ford Motor Company has never had any reorganization or layoffs in the recent years. Even when the world faced crisis and turbulent times in the beginning of 2008, the company did survive in this period. Ford Motor Company did not at any time ask for cash assistance from the US government. Just before the recession began, the company had set aside \$25 billion that they were going to use it to have a turnaround; the company even went to an extent of borrowing against the blue nameplate it had cut for itself. The money helped this company to come through the storm and helped it have good sales when all other companies were affected by the global economic recession. What they did was to lobby for their competitors to have cash and remain in business because they argued that if their competitors stayed out of business, their suppliers would be out of business

and therefore creating a domino effect. Of the three major auto companies in the US, Ford Motor Company was the first to come back to business. It has been profitable in its North American operations from 2006. For this reason, the company has never experienced any form of reorganization in the recent years or lay off staff. It has been stable for the better part of its operations. The likely period that they were to lay off staff was during the recession period but this was not the case.

Ford has been involved in lawsuit that entails sexual harassment for as many as 900 women in many Ford Motor Company plants in the US. This was in the year 1999 and they settled this lawsuit with \$7.75 billion.

Another case of employee harassment was that of Crosty in 1998. Crosty has been working for 13 years as an electrician in Michigan assembly plant. He complained that he was not in a position to do his job because many of his bosses were taking the tools and equipment that were necessary for smooth running of his work. These bosses were taking these tools to be used in their private businesses and homes. They were taking these as a punishment for whistle blowing in the company. Crosty had to complain about this as his job delivery was affected. This case was not settled in the courts as the settlement was settled internally.

Generally, Ford Motor Company has policies that protect employees from exploitation and sexual harassment. Generally, the company has not experienced any major employee harassment. Apart from the two issues that have been mentioned above, the company has had a smooth running and good compensation of employees. the ethical conduct that has been

emphasized and created in the company makes it a good company to work with.

## **Works Cited**

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