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**2015 GM-UAW  
CONTRACT SETTLEMENT  
AGREEMENT**

Agreement dated this 25th day of October, 2015 between General Motors LLC, hereinafter called the Company, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter called the Union.

The parties hereto agree as follows:

**1. New National Agreement**

A new National Agreement to be dated October 25, 2015 and to become effective as hereinafter provided in Paragraph 22 of this Agreement has been negotiated by the parties hereto and consists of the provisions of the National Agreement between the parties dated September 16, 2011 except for the changes hereinafter noted.

**2. Unchanged Paragraphs**

The following paragraphs, appendices and memoranda of the September 16, 2011 Agreement as supplemented, shall be included in the new Agreement without change:

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MEY EX

INTRODUCTION  
PREFACE

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(2)	(21b)	(46a)	(64)(e)
(2a)	(21c)	(47)	(64)(f)
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(4g2)	(28)	(54)	(66)(c)
(4h)	(29)	(55)	(66)(d)
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(4k)	(33)	(59)	(69)(b)
(4m)	(34)	(60)	(70)
(4n)	(35)	(60a)	(71)
(4o)	(36)	(61)	(72)
(4p)	(37)	(61a)	(73)
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(4s)	(38)(2)	(61a)(c)	(74)
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(7)	(38)(3)(c)	(61b)(b)	(76a)
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(21)	(43b)(2)	(64)(a)	(79e)
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(21)(2)	(44)	(64)(c)	(79g)



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(79i)	(109)	(127)(m)	(171)(2)(c)
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(81)	(110)	(129)	(173)
(82)	(110a)	(130)	(174)
(83)	(110b)	(132)	(175)(1)
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(87)(1)	(111)(c)	(135)	(177)
(87)(2)	(112)	(136)	(178)
(87)(3)	(112)(1)	(137)(a)	(179)
(87)(4)	(112)(2)	(138)	(180)
(87)(5)	(112)(3)	(138)(a)	(181)
(87)(6)	(112a)	(138)(b)	(181a)
(88)	(113)	(138)(c)	(181b)
(89)	(113a)	(139)	(183)(e)
(89a)	(113b)	(140b)	(184)
(90)	(114)	(141)	(185)
(92)	(115)	(141)(b)	(186)
(92)(a)	(116)	(141)(c)	(187)
(92)(b)	(118)	(142)	(188)
(92)(c)	(120)	(143)	(189)
(92)(d)	(121)	(144)	(190)
(92)(e)	(122)	(145)	(190)(a)
(92)(f)	(122)(a)	(146)	(190)(b)
(93)	(122)(b)	(147)	(190)(c)
(94)	(122)(c)	(148)	(191)
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(97)	(122)(i)	(155)	(194)
(100)	(123)	(159)	(195)
(101)(d)	(124)	(159a)	(196)
(101)(e)	(125)	(160)	(197)
(101)(f)	(126)	(161)(1)	(198)
(101)(g)	(127)	(161)(2)	(199)
(101)(h)	(127)(a)	(161)(3)	(200)
(101)(i)	(127)(b)	(161)(4)	(201)
(101)(j)	(127)(c)	(165)	(202)
(101)(k)	(127)(d)(1)	(166)	(202b)
(101)(l)	(127)(d)(2)	(166)(a)	(202c)
(102)	(127)(d)(3)	(167)	(202d)
(102a)	(127)(e)	(170)	(202e)
(103)	(127)(f)	(170)(a)	(202f)
(104)	(127)(g)	(170)(b)	(202g)
(105)	(127)(h)	(171)	(202h)(1)
(105a)	(127)(i)	(171)(1)	(202h)(1)(a)
(106)	(127)(j)	(171)(2)	(202h)(1)(b)
(107)	(127)(k)	(171)(2)(a)	(202h)(1)(c)

(202h)(1)(d)  
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 Memorandum of Understanding on Work Centers  
 Memorandum of Understanding Tuition Assistance Plan  
 Memorandum of Agreement Voluntary Political  
     Contributions  
 Memorandum of Understanding Re: Future Work  
     Opportunity  
 Memorandum of Understanding on Health and Safety  
 Statement on Technological Progress

### **3. Amendments, Additions, Substitutions and Deletions**

A. The following paragraphs, appendices, and memoranda of the September 16, 2011 Agreement, as supplemented, shall be amended, as initialed by the parties and attached hereto, and shall be included in the new Agreement:

(4l)	(203)
(6a)	(203c)
(46)	(223)
(46)(1)	(224)
(86)	Appendix A
(96)	Appendix D
(96a)(1)	Appendix K
(96a)(1)(b)	Appendix L
(96a)(2)	
(96a)(2)(a)	
(96a)(2)(b)	
(101)(b)	
(101)(c)	
(117)	
(119)	
(122)(f)	
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(137)(d)	
(140)	
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(163)	
(180)(e)	
(182)(a)	
(183)(a)	
(183)(b)	
(183)(c)	
(183)(d)	

Memorandum of Understanding Human Resource  
Development  
Memorandum of Understanding Joint Activities  
Memorandum of Understanding Joint Skill Development  
and Training  
Memorandum of Understanding Health and Safety  
Attachment "A"

B. The following paragraphs, appendices and memoranda, of the September 16, 2011 as initialed by the parties, were deleted in the new Agreement:

(98)(1)	(98)(2)	(98)(3)	(98)(4)
(98)(5)	(98a)	(98b)	(99) (99a)
(137)(b)	(137)(c)(1)	(137)(c)(2)	(157)(a)
(157)(a)(1)	(157)(a)(2)	(157)(b)	
(158)	(161)	(162)	(162)(1)
(162)(2)	(162)(3)	(162)(4)	(164)
(178a)	(182)(b)	(182)(c)	(182)(d)

Memorandum of Understanding Quality Network  
Memorandum of Understanding Quality Network  
Attachment A  
Attachment C  
Attachment D  
Attachment E  
Memorandum of Understanding UAW-GM Entry Level  
Wage and Benefits

C. The following new paragraphs, appendices and memoranda, as initialed by the parties and attached hereto, shall be included in the new Agreement:

(98)(a) (98)(b) (99)(a)  
(99)(b) (101) (101)(a)  
Appendix A, Attachment A  
Memorandum of Understanding Re: GMCH, Davison  
Road and West Chester Appendix A Transfer  
Eligibility  
Memorandum of Understanding on GM Components  
Holding, LLC (GMCH)  
Memorandum of Understanding UAW-GM Wage &  
Benefit Agreement for Employees In-Progression

#### **4. Personal Relief for Certain Employees**

The policy noted below shall continue in effect for employees during the term of the new Agreement in the same manner and to the extent it has been applied under the September 20, 1961 Agreement between the parties, except that the amount of relief time as set forth in the policy expressed in Ms. Catherine L. Clegg's letter of October 25, 2015 to the International Union, UAW, Attention: Mrs. Cynthia Estrada, Vice President and Director, General Motors Department, on the subject of relief shall be applicable to those employees to whom the above letter shall apply:

GM will provide sufficient relief person to provide each employee on production lines with 24 minutes of actual personal relief per shift taking into consideration that the first hour at the start of shift and the first one-half hour after lunch are not ordinarily required for relief except in emergencies; details to be implemented locally with the understanding this provision shall not interfere with any mutually satisfactory local practice.

[See Doc. 56]

#### **5. Union Bulletin Boards and Publication Racks**

The Union agrees to indemnify the Corporation against any and all actions, charges, claims, damages or losses of any kind or nature whatsoever resulting from, arising out of, based upon, or attributable to (1) any material posted or displayed on Union bulletin boards bearing the written approval of the President of the Local Union or the Chairperson of the Shop Committee, or (2) the display and/or distribution through the Union Publication Racks of publications of the Local Union and International Union which have been certified to Management as official by the President of the Local Union, the Chairperson of the Shop Committee or the International Union Representative.

[See Par. (92)-(94)]

[See Doc. 6]

## **6. Indemnity Agreement**

The Union agrees to enter into indemnity agreements with the Company and the GM-UAW Supplemental Unemployment Benefit Plan Fund whereby the Union indemnifies and protects the Corporation and the Plan against liability arising from the check-off of Union membership dues and initiation fees from employees' wages or from any Regular Benefits received under the GM-UAW Supplemental Unemployment Benefit Plan. Each of these agreements is to be similar in form and substance to the indemnity agreement executed by the parties in connection with the most recently expired Agreement, with such changes as may be necessary to make them conform to the current understanding of the parties.

[See Par. (4h),(4q)]

[See Doc. 18]

## **7. Miscellaneous Agreements**

The miscellaneous Memoranda of Understanding and other Agreements between the Corporation and the Union which are listed on the attachment hereto entitled "Miscellaneous Agreements," are hereby reinstated to the extent applicable under their respective provisions and shall continue in effect for the life of the new Agreement.

## **8. Grievances Under Old Agreement**

Grievances filed with Management prior to the effective date of the new Agreement, may be appealed to the Umpire and considered by him under the provisions of the September 16, 2011 Agreement as though that Agreement were in effect until the effective date of the new Agreement.

[See Par. (46)]

## **9. Local Agreements**

It is agreed that any written local agreements, including but not limited to, local wage agreements, local seniority agreements and local shift preference agreements, entered into by the Shop Committees and Local Managements after June 18, 2015, currently in



effect, shall continue as local agreements between the respective local Management and Shop Committee subject to their respective terminal provisions, if any, and subject to the provisions of the new Agreement, for the life of the new Agreement. Any local agreement without a termination clause shall terminate without further action by either party to such local agreement, with the effective termination of the new Agreement, and such local agreement shall not be terminated otherwise except as the parties to such local agreement may agree hereafter in writing.

[See Par. (59),(75),(100),(221)]

#### **10. National Agreement Changes and/or Waivers**

It is agreed that it may be beneficial for local unions and local managements to consider alternative work schedules and other changes at particular plant locations. It is further agreed that in order to facilitate and encourage such innovations, it may be necessary to change and/or waive certain provisions of the National Agreement at such plant locations. It is understood that any such change or waiver would not be effective unless approved in writing both by the Corporation and the International Union, and such changes would be effective only at the plant location(s) specifically designated.

[See Par. (81)-(86),(89a),(220)]

[See App. K]

[See Doc. 85,112,116]

#### **11. Local Issues Strikes**

The Corporation will waive the provisions of the National Agreement prohibiting the right to strike with respect to each plant in which the International Union, UAW, authorizes a strike arising out of current negotiations of local issues, demands and supplemental agreements for the duration of the continuance of such strike at such plant. No such strike shall be authorized or called, however, without at least 5 working days prior written notice by the Union to the Corporation of the intention to authorize any such strike.

[See Par. (117)]

## **12. Related Supplemental Agreements**

Modified supplemental agreements are agreed to as shown on the pages which are initialed by the parties.

An amended Supplemental Agreement covering Pension Plan, Exhibit A; an amended Supplemental Unemployment Benefit Plan, designated as Exhibit D; and an amended Supplemental Agreement covering Profit Sharing Plan, Exhibit F are agreed to and renewed and shall be the same as those of the most recently expired Supplemental Agreements, except that they shall be revised as shown on the pages which are initialed by the parties, effective in accordance with and subject to the provisions of such pages.

## **13. Life and Disability Benefits Program and Health Care Program**

2015 Supplemental Agreements Covering Life and Disability Benefits Program, Exhibit B; and Health Care Program, Exhibit C, set forth in the pages which are initialed by the parties, are agreed to, effective in accordance with and subject to the provisions of such pages.

## **14. Personal Savings Plan/Dependent Care Reimbursement Plan**

A 2015 Supplemental Agreement Covering Personal Savings Plan, Exhibit G; Dependent Care Reimbursement Plan, Exhibit J, set forth in the pages which are initialed by the parties, are agreed to, effective in accordance with and subject to the provisions of such pages.

## **15. Exhibit B - Life and Disability Benefits Program**

Notwithstanding the provisions of Item 23 of this Contract Settlement Agreement, those provisions of Exhibit B to the new Agreement shall have as their effective date the effective date of the new Agreement.

**16. Corporation-Union Committee on Health Care Benefits**

The Corporation-Union Committee on Health Care Benefits will engage in activities which have a high potential for cost savings while achieving the maximum level of health care coverage and services for the money spent for such protection. The Corporation will make available funds up to \$3,600,000 which may be spent over the four-year period beginning with the effective date of the 2015 GM-UAW National Agreement to fund such mutually agreed upon activities as studies, pilot projects, and use of consultants.

**17. Wages Earned Definition**

For the purpose of this Agreement, monies distributed in the form of Profit Sharing, and Payments provided for in Document 92 shall be considered wages earned.

[See Par. (41)(a)]

[See Profit Sharing Plan-Exhibit F]

**18. Statement on Technological Progress**

A statement, entitled "Statement on Technological Progress," as initialed by the parties, is attached hereto and made a part thereof.

[See Statement on Technological Progress]

**19. Apprentice Safety Training**

During the 1996 Negotiations the parties agreed to a revised Basic Safety Training Guide covering all approved GM-UAW Apprentice Training schedules except design classifications which reads as follows:

"The approximately 80 hours of safety instruction provided for will be incorporated into the shop or related training schedules or a combination of both. The total shop training shall remain 7,328 hours and the total related training shall remain 576 hours. The portion of the 80 hours to be provided as shop training shall be subtracted from existing 'Optional Hours.' The portion of the 80 hours to be provided as related

training shall be subtracted from 'Unassigned' related training hours.

"When the method of providing this safety training has been jointly established locally it shall be reviewed by the Local Apprentice Committee and the Local Joint Committee on Health and Safety and a copy of each revised schedule shall be forwarded to the GM-UAW Skilled Trades and Apprentice Committee for approval. The schedules revised in accordance with this agreement will be adopted for those apprentices presently in the training program to the extent that they can be integrated into such revised programs without interfering with the progress of the apprentice."

[See Par. (122),(133),(145)]

[See Doc. 7]

## **20. Group Legal Services Plan**

A 2011 Supplemental Agreement Covering Group Legal Services Plan, Exhibit I, set forth in the pages initialed by the parties, is agreed to, effective in accordance with and subject to the provisions of such pages.

## **21. Employee Benefit Plans and Programs**

During the course of bargaining, the parties discussed the administration of the 2015 GM-UAW Employee Benefit Plans and Programs and the topic of consistent administration with the Delphi-UAW Employee Benefit Plans and Programs. The parties acknowledged the fact the administration of such programs under the new GM-UAW Agreement is impacted by its new provisions as well as other agreements reached between the parties including the 2006 UAW-GM-Delphi Special Attrition Program, the UAW-Delphi-GM Memorandum of Understanding Delphi Restructuring and the 2007 Term Sheet -- Delphi Pension Freeze and Cessation of OPEB, and GM Consensual Triggering of Benefit Guarantee.

## **22. Ratification and Effective Date**

A. The new Agreement shall become effective on the first Monday following the date on which the Corporation receives satisfactory notice from the International Union that the new Agreement has been ratified by the Union membership provided that the

Corporation receives said notice from the International Union on or before November 13, 2015.

**B.** No provision of the new Agreement shall be retroactive prior to the date such Agreement becomes effective, unless otherwise specifically stated therein.

[See Par. (222)]

### **23. Counterpart Signatures**

The signatures hereon shall be applicable to each of the various written agreements to which each party has committed itself in the same manner and with the same effect as if physically subscribed thereon.

The parties hereto, each by its duly authorized officials and representatives hereby accept this Contract Settlement Agreement and each and all terms and conditions thereof.

#### **INTERNATIONAL UNION, UAW**

DENNIS WILLIAMS  
CINDY ESTRADA  
CHUCK BROWNING  
MIKE GRIMES  
RUBEN FLORES  
KRIS OWEN  
PATTI BIEBER  
STEVE RAICH  
BRYAN CZAPE  
LEE JONES  
BILL KING  
RANDY LENTZ  
DAVID SHOEMAKER  
MAURICE STATEN  
DOUG TAYLOR  
FRED ADAMS  
MONICA BRADFORD  
SCOTT FARRADAY  
CHRIS GALLAGHER  
LESLIE HALLIBURTON  
DAVE KOSCINSKI  
LINDEN MOORE  
RICK O'DONNELL  
BRIAN RIVET  
JOHN SZAFRANSKI  
DENIS AGOSTA  
TODD MCDANIEL

#### **GENERAL MOTORS LLC**

MARY BARRA  
DAN AMMANN  
ALAN BATEY  
JAMES B. DELUCA  
CATHERINE L. CLEGG  
JAMES J. GLYNN  
D. SCOTT SANDEFUR  
MARK C. PIERONI  
MICHAEL HURST  
DOUG HANLEY  
LISA BECK  
PRESTON M. CRABILL  
DAVID P. ELLIOTT  
TERRY EURICK  
RUTH V. FLUEGGE  
JESSICA P. GUBING  
DOROTHY B. HENNESSY  
ANITA RIDDLE JOHNSON  
MICHAEL W. KENERSON  
DAVID WENNER  
MATTHEW YORK  
GREGG CLARK  
JIMMY W. BRANDON, DO, MPH  
STEVE BROCK  
PHILIP CASTROGIOVANNI  
HOLLY GEORGELL  
SHELLY L. HOFFMANN

**INTERNATIONAL  
UNION, UAW**

BARRY CAMPBELL  
MIKE BRANCH  
PAUL BROWN  
LYNETTE DANIELS  
EARL FULLER  
STEVE GAJEWSKI  
DANNY HIATT  
TOM KURZYNIEC  
GLINDER LOUIS  
JORGE RODRIGUEZ  
FRANK ROWSER JR.  
JASON BEARDSLEY  
JUDITH BRYSON  
DEBBIE CHAMBERLAIN  
TIM COBB  
MIKE COOLEY  
AMIE COVILLE  
MICHAEL COX  
JUDY DAVIDSON  
DAN FAIRBANKS  
MIKE FRAY  
BRIAN FREDLINE  
ROBERT GLANTON  
STEVE GRANDSTAFF  
BRIAN GROSNICKLE  
JUSTIN JEWELL  
DOROTHY JONES  
CONNIE LEAK  
RODNEY LOLLIE  
ART LUNA  
TERRIEA MARTIN  
DAVE MATTHEWS  
JOHN MELTON  
KEVIN MITCHELL  
SAL MORANA  
CHRISTINE MOROSKI  
FRANK MOULTRIE  
CRAIG NOTHNAGEL SR.  
DANA ROUSE  
AL SIMPKINS  
PATRICK SWEENEY  
MATT TEACHENOR  
RICK TOLDO  
ELIZABETH TOMASKO  
ROD UHELSKI  
RON WALKER  
MICHAEL WILSON  
OTEN WYATT

**GENERAL MOTORS  
LLC**

MANISH JAIN  
SHARON M. STEWART, MD  
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MARY ANN WEHR  
JANICE ADAMS  
NEIL BACOSKI  
CARRIE BROWN  
TAMIKA R. BURISE  
ROSIE BUSH  
JOHN BUSSINEAU  
DERRICK CAMPBELL  
BYRON CARTER  
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PATRICIA CHATMAN  
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ITURIEL CORONADO  
JOHN COUTHEN JR.  
JAIMIE COX  
KIM CUSHING  
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D. KENT EATON  
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JOHN HATER  
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TOM IRELAND  
DEBORAH JACKSON  
KLAUDIA JAKUBIAK  
BARRY R. JOHNSON  
SANDRA KACZMAREK  
DAVE KADY  
DON KARPINSKI  
WINNIE KIDD  
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ERIC LANGLEY  
MICHAEL LEISING  
SONJYA L. LEWIS-SHELLS



**INTERNATIONAL  
UNION, UAW**

**GENERAL MOTORS  
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JUDY L. MILLER  
DIANE W. NAGY  
MICHAEL ODELL  
JILL OWEN  
SHERMAN PERKINS  
BRIAN J. PFAFF  
JAMES W. PITCHER  
TAMMY READ  
ZACK REED  
CHERYL REESMAN  
SHARON RIZZO  
MIKE RUMLEY  
CYNTHIA M. RUSSELL  
CLARA SANCHEZ  
MATTHEW SEDLARIK  
JEFF SETZKE  
LAURIE SPARROW  
CRAIG A. SPECKMANN  
ANDRE STELCZYK  
TOM STIMMEL  
JOHN P. STROYAN  
MONICA SWART  
CARL VEREEN  
LYNN M. WARD  
APRIL WASHINGTON  
CHAD WELLMAN  
DICK WESTENBIRG  
BRETT M. WESTERFIELD  
JACLYN WILLS  
JOSEPH L. WILSON, JR.  
JOHN YEHLE  
AMY YU

## STATEMENT ON TECHNOLOGICAL PROGRESS

During negotiations the International Union has claimed that certain work which is performed at some plant locations where the UAW is the certified bargaining representative of certain employees has been improperly assigned to non-represented employees of General Motors.

The Corporation is mindful of the Union's concern regarding the scope and content of job classifications of employees in the UAW bargaining unit and how such may be affected by advancing technology. Accordingly, the GM-UAW Skilled Trades and Apprentice Committee will meet at a minimum of semi-annually to review any new technology introduced across multiple locations that may impact GM-UAW represented employees and discuss matters concerning new or advanced technology that cannot be resolved locally and are referred to it by local unions or local managements as well as claims of erosion of the bargaining unit.

Since the first National Agreement of June 24, 1940, many necessary changes in methods and processes have had an impact upon the scope and work content of job classifications of both represented and non-represented employees.

Advancing technology has created, and will continue to create, new and more complex problems bearing upon the work content of job classifications of employees represented by the Union.

It is not the Corporation's policy to assign to non-represented employees work which comes within the scope and content of that normally assigned to represented employees at a particular plant location. The Corporation recognizes that mere novelty or the sophistication of new technology alone is not grounds for withdrawing work from represented employees. Similarly, the Corporation does not believe that the perimeters of the bargaining unit at a particular plant location should be expanded simply by the introduction of new technology.

It is recognized that advances in technology may alter, modify or otherwise change the job responsibilities of represented employees at plant locations and that a change in the means, method or process of performing a work function including the introduction of computers, energy management systems, modem, art to part, tool cutting paths and fiber optics, CAM, CMM, CAE, 3D Visualization or other new or advanced technology will not serve to shift the work function from represented to non-represented employees. Therefore,

1. Where a work function at a plant location preceded the certification of the Union, the work function will be assigned as it was assigned at the time of certification, unless there has been a written agreement otherwise.

2. Where a work function was introduced at a plant location following the certification of the Union, the work function will be assigned as it was originally assigned, unless there has been a written agreement otherwise.

The Corporation and the International Union are in agreement that the assignment of represented or non-represented employees depends upon the work function involved and not necessarily upon the work tasks required to accomplish such work function.

#### **Notice and Discussion**

The Corporation agrees to advance written notification to local unions at locations planning the introduction of new or advanced technology so as to permit meaningful discussion of its impact, if any, upon skilled or non-skilled employees.

The Chairperson of the Shop Committee, the Personnel Director, and/or their designated representatives will comprise a Plant New Technology Committee and shall meet on a regularly scheduled basis. At such time, the Local Management will describe for the Plant New Technology Committee the extent to which such technological changes may affect the work performed by represented employees at the plant location involved. The Chairperson of the Shop Committee and the International Union will be provided a written description of the technology involved, the equipment being introduced, its intended

use and the anticipated installation date(s). During the discussions the Chairperson of the Shop Committee may include as members of the Plant New Technology Committee, other Local Union representatives such as the Health and Safety Representative, a representative from the Local Joint Skill Development and Training Committee, a member of the Local Apprentice Committee, or other employees, as necessary, in order to review and provide input on the various matters of concern relative to the introduction of the new technology involved. Accordingly, the parties agreed upon the following examples of situations where notification should be given and subjects that may be discussed:

- A) The first introduction of a technology as compared to previously existing plant technology.
- B) Introduction of a new, more advanced generation of existing technology having a significantly different impact on the bargaining unit.
- C) Introduction of a new application of existing technology which has a significantly different impact on the bargaining unit.
- D) The type of equipment or process to be introduced and its location.

The parties also highlighted that the National Agreement provides for notification to take place as far in advance of implementation of the technological change as is practicable. This is not only to enable the Plant New Technology Committee to discuss the impact such introduction of technology has on the bargaining unit, but also to discuss timely implementation of employee training to prepare them to perform their appropriate functions.

### **Training**

The Union has also voiced concern about the possibility that new, technologically impacted bargaining unit work will not be awarded to represented employees because they are insufficiently trained to perform it. In view of the parties' interest in affording maximum opportunity for employees to progress with advancing technology, as part of the advanced

discussion, the parties will identify appropriate specialized training programs, which may be developed, purchased and/or vendor provided, and include a proposed training timeline to be made available as far in advance of the technology's introduction to the plant as practicable, so that employees will be capable of performing new or changed work normally performed by represented personnel.

### **Dispute Resolution**

The following paragraphs set forth a means of resolving disputes concerning particular problems occasioned by advancing technology.

Where the initial introduction of new or advanced technology at a plant location occasions a question of whether:

- 1) certain new work should be assigned to represented employees,
- 2) affects the job responsibilities of represented employees, or
- 3) otherwise impacts the scope of the bargaining unit,

The Plant New Technology Committee will attempt to resolve the matter without resorting to the grievance procedure. Local Management will cooperate in the Plant New Technology Committee's investigation and evaluation of impact issues raised due to the introduction of new or advanced technology. Comments by the Committee will be carefully evaluated by the Local Management in accordance with the Corporation's policy relative to the assignment of work which comes within the scope and content of that normally assigned to represented employees at the plant location. If the issue remains unresolved either party may request involvement of the GM-UAW Skilled Trades and Apprentice Committee. Any remaining unresolved issues may be introduced into the second step of the grievance procedure as provided in Paragraph (31) of the National Agreement.

Settlements made by the local parties concerning the assignment of work functions as between represented and non-represented employees in

relation to the new or advanced technology discussed will be forwarded to the International Union and the Corporation and will be reviewed by the GM-UAW Skilled Trades & Apprentice Committee within thirty (30) days of receipt of the settlement. In the event either the Corporation or the International Union does not approve the settlement following the review by the National Committee, the subject matter in dispute will be referred to the Management-Shop Committee Step of the Grievance Procedure and processed in accordance with the applicable provisions of the Grievance Procedure.

[See CSA #19]



(41)

(b) The dues deducted from an employee's earnings will be a sum equivalent to two and one half (2.5) hours straight time pay and will be based upon the employee's hourly wage rate, ~~including cost of living allowance but~~ excluding all other premiums, for the job classification of record held by the employee during the pay period to which the deduction applies.

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SEP 13 2015  
DATE INITIALED: \_\_\_\_\_

INITIALED BY PARTIES: MEY [Signature]

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(6a) It is the policy of General Motors and the UAW that the provisions of this Agreement be applied to all employees covered by this Agreement without discrimination based on age, race, color, sex, religion, national origin, disability, ~~or~~ sexual orientation, or gender identity/expression as required by appropriate state and federal law. Any claims of violation of this policy, claims of sexual harassment or of any laws regarding discrimination or harassment on account of disability may be taken up as a grievance.

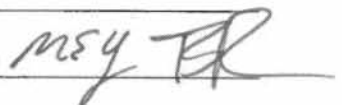
When a grievance containing a claim of violation of this paragraph is appealed to the Shop Committee the Chairperson of the Shop Committee may refer the claim to a designated member of the Civil Rights Committee of the Local Union for a factual investigation and report. Any such investigation will be conducted in accordance with the provisions of Paragraph (33). Neither the Chairperson of the Civil Rights Committee, nor the member of the committee that the Chairperson may designate to investigate such a claim in the Chairperson's place, shall receive pay from the Corporation based solely upon any activity arising pursuant to this paragraph.

The grievance and arbitration procedure shall be the exclusive contractual procedure for remedying such discrimination claims.

[See Par. (37)]

[See Doc. 30,31,32,33,99,107,121]

DATE INITIALED: **SEP 13 2015**

INITIALED BY PARTIES: 

## Powers of the Umpire

(46) It shall be the function of the Umpire, after due investigation and within a reasonable period of time after submission of the case, to make a decision in all claims of discrimination for Union activity or membership and in all cases of alleged violation of the terms of the following sections of this Agreement, and written local or national supplementary agreements on these same subjects: Recognition; Representation; Grievance Procedure; Seniority; Disciplinary Layoffs and Discharges; Call-In Pay; Working Hours; Leaves of Absence; Union Bulletin Boards; Establishment of New Plants; Strikes, Stoppages and Lockouts; Wages, except Paragraph (97); General Provisions; Apprentices; Skilled Trades, except as provided hereinafter; Vacation Entitlement; Holiday Pay; Paragraphs (79) through (79f), relative to procedures on Production Standards; Paragraph (79h); and of any alleged violations of written local or national wage agreements. The Umpire shall have no power to add to or subtract from or modify any of the terms of this Agreement or any agreements made supplementary hereto; nor to establish or change any wage; nor to rule on any dispute arising under Paragraphs (78) through (78d), (79g) or (79i) regarding Production Standards; nor to rule on a case handled pursuant to Paragraph (42a)(2). The Umpire shall have no power to rule on any issue or dispute arising under The Waiver Section, Paragraphs (226), (227) or the Pension Plan, Life and Disability Benefits Program, Health Care Program, Profit Sharing Plan, Personal Savings Plan, Legal Services Plan, Supplemental Unemployment Benefit Plan ~~Section, or~~ Dependent Care Reimbursement Plan, Personal Retirement Plan, or Flexible Spending Account Health Care Reimbursement Plan, except with respect only to the question of whether a discharged employee should receive a supplemental allowance pursuant to Section 7 of Article II of the Pension Plan (Exhibit A-1). Any case appealed to the Umpire on which the Umpire has no power to rule shall be referred back to the parties without decision.

[See Par. (220)]

[See App. F-2]

[See Doc. 27]

[See CSA #8]

[See Exhibit D GIS Elimination Letter]

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: msy AD

(46)(1) In making a decision on a case alleging a violation of Paragraphs (183a), (183b), (183c), (183e), Appendix F-1, or Appendix L, the Umpire can only provide a remedy where the Umpire finds that (1) a violation of the express commitments set forth in the above paragraphs, Appendix F-1, or Appendix L has been established, (2) the established violation resulted from the exercise of improper judgment by Management, (3) an ~~E.J.I.T.S.~~ or Journeyman/~~man~~/woman employee, who customarily would perform the work in question has been laid off or was allowed to remain on layoff as a direct and immediate result of work being subcontracted, or (4) in the case of Appendix L, an employee has been laid off or was allowed to remain on layoff as a result of work being outsourced, or not being brought in-house. The Umpire's remedy shall be limited to back wages for the affected employees as defined in (3) and (4) of this paragraph, and in the case of Appendix L, the Umpire may rule that the affected employees will be recalled and/or placed on regular productive work and the work in dispute or equivalent replacement work be returned to General Motors.

DATE INITIALED: SEP 14 2015

INITIALED BY PARTIES:

*MEY* *AF*

## Double Time

(86) Employees will receive double time for hours worked on Sundays as follows:

- for all hours worked on a calendar Sunday on a shift which starts on Sunday,
- for time worked during the first eight (8) hours on a shift which starts on Sunday, and runs over into the calendar Monday,
- and for time worked in excess of the first eight (8) hours on a shift which starts on Saturday and runs over into the calendar Sunday.

For time compensated in excess of forty (40) hours in the employee's working week on Sundays and on each holiday specified in Paragraph (203):

Employees will receive double time for time worked on each holiday specified in Paragraph (203) as follows:

- for all hours worked on the calendar specified holiday, for a shift which starts on a calendar specified holiday,
- for time worked during the first eight (8) hours on a shift which starts on each holiday specified in Paragraph (203), and runs over into the day after a holiday,
- and for time worked in excess of the first eight (8) hours on a shift which starts the day before a holiday and runs over into a calendar holiday.

[See Par. (213)]

[See Doc. 2,3]

[See CSA #11]

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MEY AS 5



(96) When there is a transfer of major operations between plants, the case may be presented to the ~~Corporation Company~~ and, after investigation, it will be reviewed with the International Union in an effort to negotiate an equitable solution, in accordance with the principles set forth in the previous paragraph. Any transfer of employees resulting from this review shall be on the basis that such employees are transferred with full seniority, except as the parties may otherwise mutually agree.

[See App. A;K,IV(C)15]

[See Doc. 104]

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DATE INITIALED: SEP 11 2015

INITIALED BY PARTIES: 

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(96a)(1) An employee whose seniority is transferred between General Motors plants pursuant to Paragraph (96) of this Agreement will be paid a Relocation Allowance, provided:

{See App. K, H, (B)}

[See Doc. 20]

(a) The plant to which the employee is to be relocated is outside the Area Hire Area as defined by the National Parties, and

(b) Application is made within six (6) months after commencement of employment at the plant to which the employee was relocated in accordance with the procedure established by the ~~Corporation~~Company.

(96a)

(2) When employees are relocated, they will be given a choice from the following Relocation Packages:

(a) Option 1- Enhanced Relocation:

Employees will receive a Relocation Allowance up to a maximum of \$30,000, \$6,000 of which will be provided as a signing bonus to cover miscellaneous up-front cash expenditures. An additional amount of \$16,000 will be paid to the employee at the new location.

In addition, spousal relocation assistance will be provided.

After one (1) year of employment, employees may receive \$8,000 if they continue to be employees of the new location.

Employees who are placed in accordance with Appendix A and accept the Enhanced Relocation Allowance will not be eligible to initiate another Extended Area Hire placement or initiate an Area Hire placement as an active employee for a period of 36 months unless the employee's status changes to laid off. In the event the plant has employees on ~~permanent~~ indefinite layoff with no likelihood of recall into the active workforce, the 36 month period will be eliminated.

Employees receiving the Enhanced Relocation Allowance will terminate their seniority at all other GM locations and, therefore, not be eligible for recall/rehire or Return to Former Community.

Detailed information regarding payments and other Relocation Help Services regarding the Enhanced Relocation Allowance will be made available to employees.

(b) Option 2- Modified Enhanced Relocation:

The Modified Enhanced Relocation option is available only to employees transferred involuntarily under the provisions of Appendix A, Extended Area Hire.

Employees will receive a Relocation Allowance up to a maximum of \$30,000, \$4,800 of which will be

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DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MEYER



provided as a signing bonus to cover miscellaneous up-front cash expenditures.

In addition, spousal relocation assistance will be provided.

If they continue to be employees at the new location, the following schedule of additional payments will be made on the anniversary of their start date:

After 1 year: \$5,200

After 2 years \$10,000

After 3 years \$10,000

Employees choosing the Modified Enhanced Relocation may ~~exercise their recall~~ be recalled as soon as practicable taking into consideration the operational impact to the sending and receiving plants and may exercise Return to Former Community rights after six (6) months of employment at the new location.

Employees who choose to Return to their Former Community are not entitled to receive any additional relocation payments. In addition, employees refusing to Return to Former Community are not entitled to receive the \$6,000 payment for relinquishing their Return to Former Community rights.

(c) Option 3 - Basic Relocation:

Employee will receive Relocation Allowance in the amount of ~~\$4,800~~ \$5,000.

The employee who accepts the Basic Relocation Option will be eligible to apply for return to former community after working at the plant of relocation for a period of six (6) months or upon indefinite layoff from the plant of relocation (Seniority Return to Former Community--Section VI). ~~or an~~ The employee may submit an Extended Area Hire application in accordance with the Memorandum of Understanding Employee Placement (Section II – Extended Area Hire ~~and Seniority Return to Former Community Section VI~~) after working at the plant of relocation for a period of one (1) year ~~six (6) months~~ or upon indefinite layoff from the plant of relocation.

If an employee is recalled or rehired to a former plant and elects to return to that plant, the employee will be returned as soon as practicable taking into consideration

the operational impact to the sending and receiving plants.

{See App. A}

DELETE

(98) New employees hired on or after the effective date of this Agreement, who do not hold a seniority date in any General Motors plant and are not covered by the provisions of Paragraph (98b) below, shall be hired at a rate equal to seventy (70) percent of the maximum base rate of the job classification. Such employees shall receive an automatic increase to:

[See Par. (99),(101)(g)]

[See Doc. 87]

[See CSA #10]

(1) seventy-five (75) percent of the maximum base rate of the job classification at the expiration of twenty-six (26) weeks.

(2) eighty (80) percent of the maximum base rate of the job classification at the expiration of fifty-two (52) weeks.

(3) eighty-five (85) percent of the maximum base rate of the job classification at the expiration of seventy-eight (78) weeks.

(4) ninety (90) percent of the maximum base rate of the job classification at the expiration of one hundred and four (104) weeks.

(5) ninety-five (95) percent of the maximum base rate of the job classification at the expiration of one hundred and thirty (130) weeks.

(6) the maximum base rate of the job classification at the expiration of one hundred and fifty-six (156) weeks.

Such an employee who is laid off prior to acquiring seniority and who is re-employed at that plant within one year from the last day worked prior to layoff shall receive a rate upon re-employment which has the same relative position to the maximum base rate of the job classification as had been attained by the employee prior to layoff. Upon such re-employment, the credited rate progression period of an employee's prior period of employment at that plant shall be applied toward their rate progression to the maximum base rate of the job classification.

For the purpose of applying the provisions of this Paragraph (98), (98a), and (98b) only, an employee will receive one week's credit toward acquiring the maximum base rate of the job classification provided the employee had worked in that given week. Credit will not be given for any week during which for any reason, the employee does not work except as provided in Paragraph (108) and when the Christmas Holidays consists of a full week, provided the employee would otherwise have been scheduled to work. Notwithstanding other provisions of this Agreement, full weeks of time lost for vacation during the Plant Vacation Shutdown Week(s), bereavement, military duty and Family Medical Leave Act, if the employee would otherwise have been scheduled to work, will be considered as time worked. Each increase shall be effective at the beginning of the first pay period following the completion of the required number of weeks of employment.

**DELETE**

(98a) Laid-off seniority employees hired in a job classification other than skilled trades, shall receive a base rate upon re-employment which has the same relative position to the maximum base rate of the job classification they had attained prior to layoff from their former General Motors plant. Such employees shall continue to be covered by the rate progression provisions in effect during their prior General Motors employment. Upon such re-employment, the credited rate progression period of the employees' prior period of employment at their former General Motors plant shall be applied toward their rate progression to the maximum base rate of the job classification.

[See Par. (99),(101)(g)]

[See CSA #10]

(98)(a) General Increases. Employees whose straight time hourly wage rate was \$27.79 or more as of September 14, 2015, shall receive an increase to their base wage rate (exclusive of shift premium, seven-day operator premium, and any other premiums) on the effective date of this Agreement in accordance with the table below.

Straight Time

<u>Hourly</u>	
<u>Wage Rate</u>	<u>Wage Increase</u>
Less than 27.79.....	\$0.82
27.79 - 27.83.....	\$0.83
27.84 - 28.16.....	\$0.84
28.17 - 28.49.....	\$0.85
28.50 - 28.83.....	\$0.86
28.84 - 29.16.....	\$0.87
29.17 - 29.49.....	\$0.88
29.50 - 29.83.....	\$0.89
29.84 - 30.16.....	\$0.90
30.17 - 30.49.....	\$0.91
30.50 - 30.83.....	\$0.92
30.84 - 31.16.....	\$0.93
31.17 - 31.49.....	\$0.94
31.50 - 31.83.....	\$0.95
31.84 - 32.16.....	\$0.96
32.17 - 32.49.....	\$0.97
32.50 - 32.83.....	\$0.98
32.84 - 33.16.....	\$0.99
33.17 - 33.49.....	\$1.00
33.50 - 33.83.....	\$1.01
33.84 - 34.16.....	\$1.02
34.17 - 34.49.....	\$1.03
34.50 - 34.83.....	\$1.04
34.84 - 35.16.....	\$1.05
35.17 - 35.49.....	\$1.06
35.50 - 35.83.....	\$1.07
35.84 - 36.16.....	\$1.08
36.17 - 36.49.....	\$1.09
36.50 - 36.83.....	\$1.10
36.84 - 37.16.....	\$1.11
37.17 - 37.49.....	\$1.12
37.50 - 37.83.....	\$1.13
37.84 - 38.16.....	\$1.14
38.17 - 38.49.....	\$1.15
38.50 - 38.83.....	\$1.16
38.84 - 39.16.....	\$1.17
39.17 - 39.49.....	\$1.18
39.50 - 39.83.....	\$1.19
39.84 - 40.16.....	\$1.20

New employees hired on or after the effective date of this Agreement, who do not hold a seniority date in any General Motors plant and are not covered by the provisions of Paragraph (98b) below, shall be hired at a rate equal to seventy (70) percent of the maximum base rate of the job classification. Such employees shall receive an automatic increase to:

[See Par. (99),(101)(g)]

098D04

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DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MSY TBR



{See Dec-87}  
{See CSA #10}

~~—— (1) — seventy-five (75) percent of the maximum base rate of the job classification at the expiration of twenty-six (26) weeks.~~

~~—— (2) — eighty (80) percent of the maximum base rate of the job classification at the expiration of fifty-two (52) weeks.~~

~~—— (3) — eighty-five (85) percent of the maximum base rate of the job classification at the expiration of seventy-eight (78) weeks.~~

~~—— (4) — ninety (90) percent of the maximum base rate of the job classification at the expiration of one hundred and four (104) weeks.~~

~~—— (5) — ninety-five (95) percent of the maximum base rate of the job classification at the expiration of one hundred and thirty (130) weeks.~~

~~—— (6) — the maximum base rate of the job classification at the expiration of one hundred and fifty-six (156) weeks.~~

~~—— Such an employee who is laid off prior to acquiring seniority and who is re-employed at that plant within one year from the last day worked prior to layoff shall receive a rate upon re-employment which has the same relative position to the maximum base rate of the job classification as had been attained by the employee prior to layoff. Upon such re-employment, the credited rate progression period of an employee's prior period of employment at that plant shall be applied toward their rate progression to the maximum base rate of the job classification.~~

~~—— For the purpose of applying the provisions of this Paragraph (98), (98a), and (98b) only, an employee will receive one week's credit toward acquiring the maximum base rate of the job classification provided the employee had worked in that given week. Credit will not be given for any week during which for any reason, the employee does not work except as provided in Paragraph (108) and when the Christmas Holidays consists of a full week, provided the employee would otherwise have been scheduled to work. Notwithstanding other provisions of this Agreement, full weeks of time lost for vacation~~

~~during the Plant Vacation Shutdown Week(s),  
bereavement, military duty and Family Medical Leave  
Act, if the employee would otherwise have been  
scheduled to work, will be considered as time worked.  
Each increase shall be effective at the beginning of the  
first pay period following the completion of the required  
number of weeks of employment.~~



**DELETE**

(98b) New employees rehired under the provisions of Paragraph (64)(e) or (64)(f)(3) on or after the effective date of this Agreement, shall receive a base rate upon re-employment which has the same relative position to the maximum base rate of the job classification they had attained in their prior General Motors employment. Such employees shall continue to be covered by the rate progression provisions in effect during their prior General Motors employment. Upon such re-employment, the credited rate progression period of the employees' prior period of employment at General Motors shall be applied toward their rate progression to the maximum base rate of the job classification.

[See Par. (99),(101)(g)]

[See CSA #10]

DATE INITIALED: OCT 25 2013

INITIALED BY PARTIES: MSY PR

(989)(b) The foregoing Paragraph (98), (98a), and (98b), shall not apply to job classifications covered by the Skilled Trades section of this Agreement. Effective September 17, 2017, employees who were eligible for a base wage increase pursuant to Paragraph (98) above shall receive a second base wage increase to their straight time hourly wage rate (exclusive of shift premium, seven-day operator premium, and any other premiums) in accordance with the following tables:

Straight Time

<u>Hourly</u>	
<u>Wage Rate</u>	<u>Wage Increase</u>
Less than 28.62.....	\$0.85
28.62 - 28.83.....	\$0.86
28.84 - 29.16.....	\$0.87
29.17 - 29.49.....	\$0.88
29.50 - 29.83.....	\$0.89
29.84 - 30.16.....	\$0.90
30.17 - 30.49.....	\$0.91
30.50 - 30.83.....	\$0.92
30.84 - 31.16.....	\$0.93
31.17 - 31.49.....	\$0.94
31.50 - 31.83.....	\$0.95
31.84 - 32.16.....	\$0.96
32.17 - 32.49.....	\$0.97
32.50 - 32.83.....	\$0.98
32.84 - 33.16.....	\$0.99
33.17 - 33.49.....	\$1.00
33.50 - 33.83.....	\$1.01
33.84 - 34.16.....	\$1.02
34.17 - 34.49.....	\$1.03
34.50 - 34.83.....	\$1.04
34.84 - 35.16.....	\$1.05
35.17 - 35.49.....	\$1.06
35.50 - 35.83.....	\$1.07
35.84 - 36.16.....	\$1.08
36.17 - 36.49.....	\$1.09
36.50 - 36.83.....	\$1.10
36.84 - 37.16.....	\$1.11
37.17 - 37.49.....	\$1.12
37.50 - 37.83.....	\$1.13
37.84 - 38.16.....	\$1.14
38.17 - 38.49.....	\$1.15
38.50 - 38.83.....	\$1.16
38.84 - 39.16.....	\$1.17
39.17 - 39.49.....	\$1.18
39.50 - 39.83.....	\$1.19
39.84 - 40.16.....	\$1.20
40.17 - 40.49.....	\$1.21
40.50 - 40.83.....	\$1.22
40.84 - 41.16.....	\$1.23

NOTE: In the case of a classification, the rate for which is determined by a wage rule in the Local Wage Agreement relating the rate for the classification to the rate for another classification or classifications, the above tables will determine the rate for the classification where there is a conflict with such wage rule.

{Sec Par. (119)-(183)(e)}

**DELETE**

(99) The foregoing Paragraph (98), (98a), and (98b), shall not apply to job classifications covered by the Skilled Trades section of this Agreement.

[See Par. (119)-(183)(e)]

DELETE

(99a) Laid-off seniority employees hired in a secondary plant pursuant to Appendix A for the same skilled trades work they performed in their base plant, shall be hired at a rate which is in the same position in cents per hour relative to the maximum rate of the classification in the secondary plant as the rate they were receiving at their base plant was to the maximum rate at that plant, but not more than the maximum rate of the classification in the secondary plant.

[See Par. (181a)]

**(10199)(ba) Performance Bonus Lump  
Sum Payments.**

During the current negotiations, the parties agreed to provide a lump sum payment to each eligible employee represented by the Union in accordance with the following table:

Eligibility Date	Amount	Payable During Week Ending
May 15, <del>2012</del> 2016	\$1000	June <del>10</del> 12,
2012		
May 15, <del>2013</del> 2017	\$1000	June <del>9</del> 11,
2013		
May 15, <del>2014</del> 2018	\$1000	June <del>8</del> 10,
2014		
May 15, 2019	\$1000	June 9,
2019		

Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:

- Active with seniority;
- On temporary layoff status;
- On leave pursuant to Family and Medical Leave Act;
- On one of the following leaves of absence which has not exceeded ninety (90) days as of the eligibility date:
  - Informal (Paragraph 103)
  - Formal (Paragraph 104)
  - Sickness and Accident (Paragraphs 106/108)
  - Military (Paragraphs 112 or 218[a])
  - Educational (Paragraph 113)

In addition, should the International Union, UAW-GM Department raise any question of equity in application regarding specific employees, the Company agrees to meet on such cases in order to review the facts.

~~(10199)~~(b)(4) An otherwise eligible employee who, during the twelve (12) month period immediately preceding the eligibility date, retires or dies will be eligible for partial payment of the Performance Bonus Lump Sum in accordance with the following table:

Weeks Worked	Amount of Payment
13 Weeks but Less than 26 Weeks	\$250
26 Weeks but Less than 39 Weeks	\$500
39 Weeks or more	\$750

For employees who have died, such Performance Bonus Lump Sum shall be paid to their duly appointed legal representatives, if there be one, and, if not, to the spouses, parents, children, or other relatives or dependents of such persons as the Company in its discretion may determine.



NEW

(101) Performance Bonus Payments. A

Performance Bonus payment will be made to each employee who was also eligible for a base wage rate increase pursuant to Paragraphs (98) and (99) in accordance with the following table:

<u>Eligibility Date</u>	<u>Amount</u>	<u>Payable Week Ending</u>
<u>September 18, 2016</u>	<u>Four percent</u>	<u>October 16, 2016</u>
	<u>(4%) of Qualified Earnings</u>	
<u>September 17, 2018</u>	<u>Four percent</u>	<u>October 14 2018</u>
	<u>(4%) of Qualified Earnings</u>	

An employee shall become eligible for a Performance Bonus payment as hereinafter defined, provided the employee has seniority as of the designated eligibility date set forth above.

An employee's Performance Bonus will be based on the qualified earnings during the 52 consecutive pay periods immediately preceding the pay period in which the designated eligibility date falls.

Qualified Earnings, as used herein, are defined as income received by an eligible employee from General Motors during each designated Performance Bonus eligibility year resulting from the following:

Hourly Base Wages\*  
Shift Premium\*  
Vacation Entitlement  
Holiday Pay  
Seven-Day Operator Premium  
Bereavement Pay  
Jury Duty Pay  
Apprentice Pay  
Call-In Pay  
Short Term Military Duty Pay

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MEY BR



\*Including overtime, Saturday, Sunday and Holiday  
premium payments

**NEW**

**(101)(a)** An employee who retires during the Performance Bonus eligibility year provided in Paragraph (101) and who, but for such retirement, would have had seniority as of the designated eligibility date, shall qualify for the Performance Bonus as defined in (101).

(101)(b) In the case of employees who die during the Performance Bonus eligibility year, a Performance Bonus shall become payable as if they were seniority employees on the designated eligibility date and calculated based on their Qualified Earnings during the eligibility year as defined in Paragraph (101) above. Such Performance Bonus shall be paid to their duly appointed legal representatives, if there be one, and, if not, to the spouses, parents, children, or other relatives or dependents of such persons as the Company in its discretion may determine.

**Performance Bonus Lump Sum Payments.**

~~During the current negotiations, the parties agreed to provide a lump sum payment to each eligible employee represented by the Union in accordance with the following table:~~

<del>Eligibility Date</del>	<del>Amount</del>	<del>Payable During Week Ending</del>
<del>May 15, 2012</del>	<del>\$1000</del>	<del>June 10, 2012</del>
<del>May 15, 2013</del>	<del>\$1000</del>	<del>June 9, 2013</del>
<del>May 15, 2014</del>	<del>\$1000</del>	<del>June 8, 2014</del>

~~Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:~~

~~Active with seniority;  
On temporary layoff status;  
On leave pursuant to Family and Medical Leave Act;  
On one of the following leaves of absence which has not exceeded ninety (90) days as of the eligibility date:  
Informal (Paragraph 103)  
Formal (Paragraph 104)  
Sickness and Accident (Paragraphs 106/108)  
Military (Paragraphs 112 or 218[a])  
Educational (Paragraph 113)~~

~~In addition, should the International Union, UAW-GM Department raise any question of equity in application regarding specific employees, the Company agrees to meet on such cases in order to review the facts.~~

OCT 25 2016

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(101)(c) Employees functioning as a Team Leader shall receive a one (1) dollar per hour premium above the base wage rate of the classification which the employee held prior to becoming a Team Leader.

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: DE BR

(117) During the life of this agreement, the Union will not cause or permit its members to cause, nor will any member of the Union take part in any sit-down, stay-in or slow-down, in any plant of the Corporation, or any curtailment of work or restriction of production or interference with production of the Corporation. The Union will not cause or permit its members to cause nor will any member of the Union take part in any strike or stoppage of any of the Corporation's operations or picket any of the Corporation's plants or premises until all the bargaining procedure as outlined in this Agreement has been exhausted, and in no case on which the Umpire shall have ruled, and in no other case on which the Umpire is not empowered to rule until after negotiations have continued for at least five days at the third step of the Grievance Procedure and not even then unless authorized by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, and written notice of such intention to authorize has been delivered to the Industrial Relations Staff of the Corporation at least five (5) working days prior to such authorization. The Union will not cause or permit its members to cause nor will any member of the Union take part in any strike or stoppage of any of the Corporation's operations or picket any of the Corporation's plants or premises because of any dispute or issue arising out of or based upon the provisions of the Pension Plan, Life and Disability Benefits Program, Health Care Program, Supplemental Unemployment Benefit Plan, Profit Sharing Plan, Personal Savings Plan, Legal Services Plan, ~~or Dependent Care Reimbursement Plan, Personal Retirement Plan, or Flexible Spending Account Health Care Reimbursement Plan~~; nor will the Union authorize such a strike, stoppage, or picketing. In case a strike or stoppage of production shall occur, the Corporation has the option of cancelling the Agreement at any time between the tenth day after the strike occurs and the day of its settlement. The Corporation reserves the right to discipline any employee taking part in any violation of this Section of this Agreement.

[See Par. (46),(78a),(78b)]

[See App. F2]

[See CSA #13]

[See Exhibit D GIS Elimination Letter]

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MEY DA

## SKILLED TRADES

### Apprentices

(119) This Section is applicable to apprentices in the plants of the Company~~Corporation~~ covered by this Agreement.

DATE INITIALED: AUG 24 2015

INITIALED BY PARTIES:

FR DL

(122)

f. ~~To approve Pre-Apprentice Training Programs and to~~ review and make disposition of other apprentice training matters referred to the Committee by the Local Apprentice Committees.

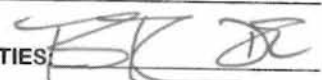
[See Par. (145)]

[See Doc. 60]

[See CSA #20]

DATE INITIALED: **SEP 01 2015**

INITIALED BY PARTIES





(131) Notwithstanding other provisions of this Agreement, any seniority employee in that plant other than those classified as apprentices may file an application for an opening in the apprentice program; provided, however, that where there is evidence that the filing of such applications by ~~journey persons men/women~~ is inconsistent with skilled trades staffing objectives, such application shall be subject to review and decision by the Local Apprentice Committee. An apprentice with seniority who is scheduled to be removed from an apprenticeable classification in a reduction in force may apply for an apprentice opening in ~~another a-related~~ skilled classification.

If such applicants meet all of the requirements for apprentice training as established in the GM-UAW Standard Apprentice Plan their applications will be considered for the apprentice program (consistent with applicable State and Federal laws). When the qualifications of employee-applicants are equal, the employee-applicant with the longest seniority will be given preference. Seniority employees may file an application for an opening in the apprentice program in another General Motors plant ~~where they will be considered as non-seniority applicants.~~

[See Doc. 63]

DATE INITIALED: SEP 14 2015

INITIALED BY PARTIES: 



**DELETE**

(137)

(b) For the purpose of layoff and rehire or other applicability in their skilled occupational group, the seniority of apprentices, upon graduation, shall be adjusted to a date which represents 50% of the time [subsequent to their seniority date established pursuant to Paragraph (57)] spent in the apprentice training program prior to July 1, 1968, and time equal to the calendar days [subsequent to their seniority date established in the plant pursuant to Paragraph (57)] spent in the apprentice program on or after July 1, 1968, including time spent out of the program on or after January 1, 1985 due to a reduction in force. In addition apprentices shall be credited with 50% of previous experience, at that plant only, for which they received credit prior to January 1, 1985 under the provisions of Paragraph (132). Such credited hours shall be converted to seniority under this Paragraph (137)(b) by crediting 7 calendar days for each 40 hours and 1 calendar day for each additional 8 hours. Graduate apprentices' journeyman/woman seniority dates shall not precede their seniority dates established pursuant to Paragraph (57). For all other purposes seniority shall be as established by the Section entitled "Acquiring Seniority."

[See Par. (137)(d)]

**DELETE**

**(137)**

(c)(1) Graduate apprentices whose General Motors apprentice training was interrupted by a leave of absence under the provisions of Paragraphs (105a), Paragraph (112), by an approved leave of absence for jury duty, absences which qualify under the Bereavement Pay, Paid Absence Allowance, Paid Personal Holiday Plan under prior Agreements or Short Term Military Duty sections of this Agreement, by approved vacation time off, or by a sick leave of absence under the provisions of Paragraph (106), shall upon graduation, be given the same journeyman/woman seniority date as they would have received had they not served in the Peace Corps, entered military service, served on the jury, been on approved absence for which they received Bereavement Pay, Paid Absence Allowance, Paid Personal Holiday Pay under prior Agreements or Short Term Military Duty Pay, taken vacation time off, or been on a sick leave of absence. Credit for the portion of a sick leave of absence occurring prior to January 1, 1980, pursuant to Paragraph (106) shall not exceed an aggregate of thirty (30) calendar days within the calendar year. The period covered by a sick leave of absence pursuant to Paragraph (108) and the portion of any sick leave of absence on and after January 1, 1980, pursuant to Paragraph (106) shall be credited. Credit shall not be granted for any portion of a sick leave during the time such employees would have been laid off from their apprentice classification prior to January 1, 1985.

[See Par. (137)(d),(175)(2),(191)]

[See Par. (202b),(218),(218a)]

[See Par. (218b)]

[See App. B,C]

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES:  

**DELETE**

**(137)**

(c)(2) For each pay period during which apprentices work in their apprentice classification and, in the case of the pay period in which the full week of Christmas holidays fall provided they would otherwise have been scheduled to work, they shall be credited as having spent seven calendar days in the apprentice program.

[See Par. (137)(d),(175)(2),(203c)]

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DATE INITIALED: **SEP 01 2015**

INITIALED BY PARTIES:



**35**

(137)

~~(d)~~ (b) Apprentices who satisfactorily complete their shop training schedule in a plant prior to the time they complete their related training shall, notwithstanding the provisions of Paragraph (178)(1), be considered as journey ~~persons~~ men/women but only in the plant in which they were in apprentice training in the classification to which they have been apprenticed and not under Paragraph (178)(2) or (178)(3). Such employees shall be required to complete their related training requirements specified in Paragraph (145). Notwithstanding the provisions of Paragraphs (151) and (181a), such employees who hereafter fail to attend available courses or decline to complete the related training requirements specified in Paragraph (145) shall have their rate adjusted to a rate not greater than the minimum rate of the journey ~~person~~ man/woman classification. Upon satisfactory completion of the related training requirements the rate of such employees shall be adjusted in accordance with Paragraph (181a). Local Shift Preference Agreements must have sufficient flexibility to permit such employees to complete the related training courses in which they are currently enrolled. Seniority of such employees shall be established in accordance with Paragraph (137)(a), ~~(b)~~ and ~~(c)~~.

Time spent by such employees in completing their required apprentice related training schedule shall be paid for at the straight-time hourly rate applicable to such related training for that classification in that plant in accordance with Paragraph (146) and the Apprentice Rate Schedule set forth in Paragraph (151); provided, however, the hourly rate for such apprentice related training shall not exceed the applicable rate for the eighth (8th) 916 hour Apprentice Training Period for that classification as set forth in Paragraph (151). The ~~Company's Corporation's~~ payment of fees and/or tuition required in connection with apprentice related training for such employees is limited to the maximum provided in Paragraph (148).

Upon completion of their related training schedule, the employees shall be given a certificate of completion of apprenticeship, in accordance with Paragraph (150), and shall thereupon be journey ~~persons~~ men/women within the meaning of Paragraph (178).

137dC03

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DATE INITIALED: SEP 08 2015

INITIALED BY PARTIES: 

[See Par. (75),(175)(2)]



## Ratio of Apprentices to Journey ~~persons~~ ~~men/women~~

(140) The number of new apprentices who may be enrolled shall be determined on the basis of the number of journey ~~persons~~ ~~men/women~~ employed for the program averaged over the preceding twelve (12) months. The ratio of apprentices in training to journey ~~persons~~ ~~men/women~~ should not exceed one (1) apprentice to eight (8) journey ~~persons~~ ~~men/women~~. However, the Union agrees that local Management can establish a ratio of apprentices to journey ~~persons~~ ~~men/women~~ in excess of the one (1) to eight (8) ratio, but not to exceed a ratio of one (1) apprentice to five (5) journey ~~persons~~ ~~men/women~~. Deviations below the one (1) to five (5) ratio may be agreed to by the Local Apprentice Committee. Favorable consideration will be given to requests for deviation below the one (1) to five (5) ratio in instances in which it is anticipated the impact of early retirement will create a shortage of skilled trades employees. Disputes concerning such deviations or the enrolling of new apprentices at a time when seniority journey ~~persons~~ ~~men/women~~ in the same classification are laid off due to a permanent reduction in force will be referred to the GM-UAW Skilled Trades and Apprentice Committee for decision.

[See Par. (122)d,(122)h,(127)]

[See Doc. 66]

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES: 

## Ratio - Reduction in Force

(140a) In the event of a reduction of force, the apprentices in excess of the one (1) to eight (8) ratio will be laid off before any journey~~person~~~~man/woman~~ in that trade is laid off. The ratio of apprentices in training to journey~~persons~~~~men/women~~ will be based on the average number of journeypersons~~men/women~~ employed for the program computed on the last Monday of each of the twelve preceding months. The average thus computed shall remain in force until a new computation is made on the last Monday of the next succeeding month. If, during periods when journey~~persons~~~~men/women~~ are laid off, any monthly computation results in a ratio in excess of one (1) apprentice to eight (8) journey~~persons~~~~men/women~~, such excess apprentices will be laid off by the end of the pay period during which the last Monday of the month falls except that a minimum of one apprentice may be retained in each trade.

[See Par. (176)(2)]

[See Doc. 65,66]

DATE INITIALED: SEP 08 2015

INITIALED BY PARTIES: 

(141)

(a) Apprentices may be assigned to overtime work when all journey ~~persons~~men/women on the shift in the equalization group with which the apprentices in the course of their training are currently associated, are either scheduled to work overtime or have had the opportunity to work overtime. Deviation from this provision may be negotiated by local Management and the Shop Committee.

[See Par. (21)]

[See App. I]

DATE INITIALED: AUG 24 2015

INITIALED BY PARTIES: 



(149a) Optional hours are provided in each shop training schedule to be used as follows:

[See Par. (145)]

[See CSA #20]

(1) To give additional training over and above the hours designated in the shop training schedule in those phases which would be most beneficial to apprentices in acquiring their journeyperson~~man/woman~~ status.

(2) To give training in related phases of the trade not specifically designated in the shop training schedule but normally required of journeypersons~~men/women~~.

DATE INITIALED: AUG 24 2015

INITIALED BY PARTIES:



## Apprentice Wage Rates

(151) Effective with the effective date of this agreement, the straight time hourly wage rates (exclusive of Cost-of-Living Allowance and shift premium) for apprentices in the bargaining unit shall be the rates set forth in the following Apprentice Rate Schedules:

For apprentice shop training schedules requiring 7328 hours:

<u>Apprentice Training Period</u>	<u>Hourly Rate*</u>
1st 916 Hours	\$27.56
2nd 916 Hours	27.72
3rd 916 Hours	27.72 plus 9% of "Rate Difference"
4th 916 Hours	27.72 plus 20% of "Rate Difference"
5th 916 Hours	27.72 plus 33% of "Rate Difference"
6th 916 Hours	27.72 plus 48% of "Rate Difference"
7th 916 Hours	27.72 plus 66% of "Rate Difference"
8th 916 Hours	27.72 plus 86% of "Rate Difference"

\*The "Rate Difference" shall be determined by subtracting the sum of \$.20 and the Hourly Rate for the 2nd 916 Hours from the maximum rate established in the Local Wage Agreement for the journeyman/woman classification for which the apprentice is in training. Resultant rates shall be rounded to the nearest 1 cent.

For apprentice shop training schedules requiring 7920 hours:

<u>Apprentice Training Period</u>	<u>Hourly Rate*</u>
<u>1st 990 Hours</u>	<u>\$27.56</u>
<u>2nd 990 Hours</u>	<u>27.72</u>
<u>3rd 990 Hours</u>	<u>27.72 plus 9% of "Rate Difference"</u>
<u>4th 990 Hours</u>	<u>27.72 plus 20% of "Rate Difference"</u>
<u>5th 990 Hours</u>	<u>27.72 plus 33% of "Rate Difference"</u>
<u>6th 990 Hours</u>	<u>27.72 plus 48% of "Rate Difference"</u>
<u>7th 990 Hours</u>	<u>27.72 plus 66% of "Rate Difference"</u>
<u>8th 990 Hours</u>	<u>27.72 plus 86% of "Rate Difference"</u>

\*The "Rate Difference" shall be determined by subtracting the sum of \$.20 and the Hourly Rate for the 2nd 990 Hours from the maximum rate established in the Local Wage Agreement for the journeyman/woman classification for which the apprentice is in training. Resultant rates shall be rounded to the nearest 1 cent.

Notwithstanding the foregoing provisions, seniority employees transferred to apprentice training, including seniority GM employees transferred from other GM-UAW locations, shall be transferred at their current rate of pay, provided, however, that in no event

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DATE INITIALED: SEP 14 2015

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will their 1st Period Rate be lower than the Hourly Rate set forth above. Upon completion of each period, they shall be paid as contained in the schedule above or their current rate, whichever is higher, and shall be paid such rate until they qualify for a higher rate in accordance with the Apprentice Rate Schedule.

Upon graduation, apprentices will receive an increase, to the journeypersons rate for the skilled classification to which they are assigned.

{See Par. (99),(132),(137)(b),(181a)}

**DELETE**

(157) (a) When employees-in-training (E.I.T.) are identified as employees-in-training-seniority (E.I.T.S.), they shall for the purpose of layoff and recall be credited with seniority as follows:

[See Par. (158)]

(1) Employees who, pursuant to Paragraph (156), are identified as employees-in-training-seniority (E.I.T.S.) in a skilled classification in the plant subsequent to July 1, 1968, and were employees-in-training (E.I.T.) in such skilled classification in the plant prior to such date shall receive seniority credit as employees-in-training-seniority (E.I.T.S.) for the time worked in the plant prior to July 1, 1968, equal to one (1) pay period for each four (4) pay periods worked and for the time worked in the classification in the plant after July 1, 1968, shall receive seniority credit as employees-in-training-seniority (E.I.T.S.) equal to one (1) pay period for each two (2) pay periods worked in the classification in the plant and for time worked in the classification in the plant after January 1, 1988 shall receive credit as employees-in-training-seniority (E.I.T.S.) equal to the time worked in the classification in the plant except as provided in Appendix C.

(2) Effective July 1, 1977, employees who are classified as employees-in-training (E.I.T.) for the first time subsequent to July 1, 1968, shall, upon becoming employees-in-training-seniority (E.I.T.S.) in accordance with Paragraph (156), receive seniority credit for 50% of the time [subsequent to their seniority date established pursuant to Paragraph (57)] during which they worked in that skilled trades classification in that plant either on a continuous or accumulated basis, and for all time during which they worked in that classification in that plant subsequent to January 1, 1988, except as provided in Appendix C.

**DELETE**

(157) (b) For the purpose of layoff and rehire in the skilled trades classifications, employees-in-training-seniority (E.I.T.S.) transferred or hired directly to employee-in-training-seniority (E.I.T.S.) status, shall, subsequent to acquiring plant seniority pursuant to the provisions of Paragraph (57), establish seniority in the skilled trades classification to which they are assigned. The date such employees are transferred or hired into the skilled trades classification shall be their skilled seniority date in that classification except that such date will not precede their seniority date established pursuant to Paragraph (57).

**DELETE**

(158) Employees covered by Paragraph (158) of the September 20, 1961 National Agreement who were not returned to the classification under the terms of that Agreement as of the date it terminated shall continue to have seniority credited to them in accordance with Paragraph (157) in the skilled trades classification in which they hold employee-in-training-seniority (E.I.T.S.) status. However, such employees shall exercise their seniority in the skilled trades classification in which they hold employee-in-training-seniority (E.I.T.S.) status only upon being returned to work in that classification, provided, however, that notwithstanding any other provisions of this Agreement, they shall have preference to return to that classification over (1) new hires and (2) any other employees with lesser seniority in the classification who would otherwise be entitled to be returned to the classification.



**DELETE**

(161) Employees-in-training (E.I.T.) shall be laid off from the skilled trades classification in which they are working in the reverse order of their date of entry status in such classification, provided, however, that if they have sufficient seniority or date of entry status, they shall thereafter be transferred in the following order:

[See Par. (175)(4)]

[See Doc. 66]

(1) To another skilled trades classification in which they have journeyman/woman status;

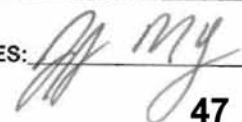
(2) To another skilled trades classification in which they have employee-in-training-seniority (E.I.T.S.) status;

(3) To another skilled trades classification in which they have date of entry status;

(4) To a seniority group, other than in skilled trades, in which their seniority is established.

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**DELETE**

(162) Employees-in-training-seniority (E.I.T.S.) shall be laid off from the skilled trades classification in which they are working in reverse order of their seniority in such classification, provided, however, that if they have sufficient seniority or date of entry status, they shall thereafter be transferred in the following order:

(1) To another skilled trades classification in which they have journeyman/woman status;

(2) To another skilled trades classification in which they have employee-in-training-seniority (E.I.T.S.) status;

(3) To another skilled trades classification in which they have date of entry status;

(4) To a seniority group, other than in skilled trades, in which their seniority is established.

DATE INITIALED: AUG 24 2015

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**Wage Rates of "Journeypersons-in-  
Training" "Employees-in-Training"**

(163) Where the minimum rate of the skilled trades classification to which an employee-in-training (E.I.T.) is transferred is not more than 10¢ above the rate an employee is earning, the employee will be advanced to such minimum rate upon transfer. Where there is more than a 10¢ differential, the employee will be advanced 10¢ over the rate the employee has been earning, or to a rate of \$28.12, whichever rate is higher at the time, and shall be stepped up not less than 10¢ each 60 days, if retained, until the employee reaches the minimum rate of the classification. Any odd cents less than 10¢ will be added to the last 10¢ increase in order to bring the employee up to the minimum rate of the classification. In no event will the rate paid an employee in training (E.I.T.) at time of transfer exceed the minimum rate of the skilled trades classification to which an employee is transferred, except as provided in Paragraph (165). Any increase above the minimum rate shall be on the basis of merit, but in no event will such an employee receive a rate above the midpoint of the rate range for the employee's job classification.  
[See Par. (164), (165), (180)(c)]

The straight time hourly wage rates for journeypersons-in-training (J.I.T.) in the bargaining unit shall be the rates set forth in the following J.I.T. Rate Schedules:

For apprentice shop training schedules requiring 7328 Hours:

<u>J.I.T.</u> <u>Training Period</u>	<u>Hourly</u> <u>Rate*</u>
1 <sup>st</sup> 0 - 916 Hrs.	\$( )
2 <sup>nd</sup> 917-1832 Hrs.	( )
3 <sup>rd</sup> 1833-2748 Hrs.	( ) plus 9% of "Rate Difference"
4 <sup>th</sup> 2849-3664 Hrs.	( ) plus 20% of "Rate Difference"
5 <sup>th</sup> 3665-4580 Hrs.	( ) plus 33% of "Rate Difference"
6 <sup>th</sup> 4581-5496 Hrs.	( ) plus 48% of "Rate Difference"
7 <sup>th</sup> 5497-6412 Hrs.	( ) plus 66% of "Rate Difference"
8 <sup>th</sup> 6413-7328 Hrs.	( ) plus 86% of "Rate Difference"

\*The "Rate Difference" shall be determined by subtracting the sum of \$.20 and the Hourly Rate for the 2nd- 916 Hours from the maximum rate established in the Local Wage Agreement for the journeyperson's classification for which the J.I.T is in training. Resultant rates shall be rounded to the nearest 1 cent.

The appropriate placement of a J.I.T. in the Rate Schedule will be determined by subtracting the total number of hours required by the approved retraining plan from (916) hours.

For apprentice shop training schedules requiring 7920 Hours:

<u>J.I.T.</u>	<u>Hourly</u>
<u>Training Period</u>	<u>Rate*</u>
1 <sup>st</sup> 0 - 990 Hrs.	\$( )
2 <sup>nd</sup> 991-1980 Hrs.	( )
3 <sup>rd</sup> 1981-2970 Hrs.	( ) plus 9% of "Rate Difference"
4 <sup>th</sup> 2971-3960 Hrs.	( ) plus 20% of "Rate Difference"
5 <sup>th</sup> 3961-4950 Hrs.	( ) plus 33% of "Rate Difference"
6 <sup>th</sup> 4951-5940 Hrs.	( ) plus 48% of "Rate Difference"
7 <sup>th</sup> 5941-6930 Hrs.	( ) plus 66% of "Rate Difference"
8 <sup>th</sup> 6931-7920 Hrs.	( ) plus 86% of "Rate Difference"

\*The "Rate Difference" shall be determined by subtracting the sum of \$.20 and the Hourly Rate for the 2nd 990 Hours from the maximum rate established in the Local Wage Agreement for the journey person's classification for which the J.I.T. is in training. Resultant rates shall be rounded to the nearest 1 cent.

The appropriate placement of a J.I.T. in the Rate Schedule will be determined by subtracting the total number of hours required by the approved retraining plan from (990) hours.

Upon commencement of the training, in line with the approved training plan, J.I.T.s shall be paid their current rate until they qualify for a higher rate in accordance with the J.I.T. Rate Schedule. Upon completion of their training, J.I.T.s will receive an increase to the journey person's rate for the skilled classification to which they are assigned.

Any issues which arise as the result of the implementation of this understanding should be forwarded to the GM-UAW Skilled Trades and Apprentice Committee for resolution.

**DELETE**

(164) An employee hired as an employee-in-training (E.I.T.) shall receive a rate of not less than \$28.12, and if retained, the employee's rate shall be increased not less than 10¢ per hour each 60 days until the employee reaches the minimum rate of the skilled trades classification to which the employee is assigned. Any increase above the minimum shall be on the basis of merit, but in no event will such an employee receive a rate above the midpoint of the rate range for the employee's job classification.

[See Par. (163),(180)(c)]

DATE INITIALED: AUG 24 2015

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**DELETE**

(178a) Journeypersons in an apprenticeable classification will be considered to be journeypersons classified in the classification(s) for which they are qualified and which is (are) related to that apprenticeable classification, in the application of Paragraph (174).

For the purpose of this Paragraph, the machine operations listed in the apprentice training schedules for the Die Making, Machine Repair, Pattern Making-Metal, Pattern Making-Wood, Tool and Die Making and Tool Making trades, are considered related to their respective classification. In addition for this purpose, the local parties may determine, in writing, other classifications which are to be considered related to these and other apprenticeable classifications, subject to approval of the GM-UAW Skilled Trades and Apprentice Committee. In the event the parties are unable to reach agreement locally, the area of difference may be referred to the GM-UAW Skilled Trades and Apprentice Committee for resolution on the basis of the specific facts involved. The GM-UAW Skilled Trades and Apprentice Committee may also determine classifications which are to be considered related to apprenticeable classifications.

[See Par. (122)d,(167)

[See Doc. 68]

DATE INITIALED: AUG 24 2015

INITIALED BY PARTIES: 

(180)

(e) The ~~Corperation Company~~ agrees to pay, on behalf of ~~journeypersons-in-training(J.I.T.)employees-in-training (E.I.T.)and employees-in-training-seniority (E.I.T.S.)~~ covered by this Agreement, registration fees and/or tuition required in connection with related training under the ~~journeypersons-in-training (J.I.T.)employee-in-training (E.I.T.)~~ program, but not to exceed the hours specified in Paragraph 180(a).

DATE INITIALED: SEP 08 2015

INITIALED BY PARTIES: 

Work Assignments~~Lines of Demarcation~~

[See App. I]

(182)(a) The Chairperson of the Shop Committee may request the Labor Relations Supervisor to arrange a special conference to hear the skilled trades representative's views concerning problems in connection with work assignments of employees in skilled trades classifications and to discuss the matter. Such special conference will be attended by two committee persons representing employees in skilled trades classifications, the Chairperson of the Shop Committee, a representative of the section of the Management organization in charge of the skilled trades activity involved, a representative of labor relations and another representative of the Management organization. The Regional Director of the International Union or a designated representative, upon request to the ~~Company~~ <sup>operation</sup> Labor Relations Staff, may attend the conference. In the event the parties are unable to reach an agreement on the work assignments in question, either party may refer the matter to the GM-UAW Skilled Trades and Apprentice Committee for resolution. If the National Parties are unable to resolve the issue, it will be reduced to writing by the local parties and introduced at the appropriate step of the grievance procedure.

[See Doc. 112]

DATE INITIALED: SEP 14 2015

INITIALED BY PARTIES: 



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(182)

(b) If the matter involves the appropriateness of the work assignment of employees in skilled trades classifications and is resolved, the settlement will be reduced to writing within seven (7) calendar days from the date of the settlement unless otherwise agreed to by the parties. If the matter is not resolved, the Local Union may reduce the matter to writing in a statement setting forth all the facts and circumstances surrounding the case and the position taken by the union. The statement will be presented to Local Management, within ten (10) working days of the special conference. Within five working days thereafter, local management will prepare and give to the union a complete statement of the facts of the case and the reasons for the position taken. The Union may within 30 days of such delivery forward the Union's statement and the Management's statement to the Director of the GM Department of the International Union.

DATE INITIALED: SEP 14 2015

INITIALED BY PARTIES: 

**DELETE**

**(182)**

(c) If in its judgment the matter warrants appeal, the International Union may within 30 days of receipt of the statements, appeal the matter to the GM-UAW Skilled Trades and Apprentice Committee by written notice to the Director of Labor Relations of the Corporation.




DELETE

(182)

(d) The GM-UAW Skilled Trades and Apprentice Committee shall attempt to resolve the matter. If they are unable to resolve the case within three months of the date of appeal to it or any mutual extension of said period, the case may be withdrawn without prejudice by the union members or may be appealed to the Impartial Umpire for final and binding decision. Upon the submission of a case to the Umpire, the parties will make an effort to provide the Umpire with a jointly agreed upon set of specific criteria to guide the Umpire's decision in each case.

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DATE INITIALED: SEP 14 2015  
INITIALED BY PARTIES: 

(183)(a) Employees of an outside contractor will not be utilized in a plant covered by this Agreement to replace seniority employees on production assembly or manufacturing work, or fabrication of tools, dies, jigs and fixtures, normally and historically performed by them, when performance of such work involves the use of Company-Corporation-owned machines, tools, or equipment maintained by Company Corporation employees.

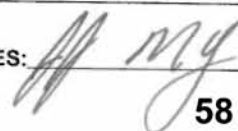
[See Par. (46)(1)]

[See App. F]

[See Doc. 113]

DATE INITIALED: AUG 24 2015

INITIALED BY PARTIES:

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(183)

(b) The foregoing shall not affect the right of the Company Corporation to continue arrangements currently in effect; nor shall it limit the fulfillment of normal warranty obligations by vendors nor limit work which a vendor must perform to prove out equipment.

[See Par. (46)(1),(183)(d)]

[See Doc. 58,100,113]

(183)

(c) It is the policy of the Company ~~Corporation~~ to fully utilize its seniority employees in maintenance skilled trades classifications in the performance of maintenance and construction work, as set forth in its letter, dated December 14, 1967 (Appendix F), to the Union on this subject.

[See Par. (46)(1)]

[See App. F1]


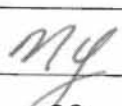
[See Doc. 58]

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DATE INITIALED: AUG 24 2015

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(183)

(d) In all cases, except where time and circumstances prevent it, Local Management will hold advance discussion with and provide advance written notice to the Chairperson of the Shop Committee and the Shop Committeeperson or Shop Committeepersons whose zones include the maintenance activities, prior to letting a contract for the performance of maintenance and construction work. In this discussion Local Management is expected to review its plans or prospects for letting a particular contract. The written notice will describe the nature, scope and approximate dates of the work to be performed and the reasons (equipment, available human resources, etc.) why Management is contemplating contracting out the work. Further, this written notice will include the type and duration of warranty work.

At such times Local Management representatives are expected to afford the Local Union representatives an opportunity to comment on the Management's plans and to give appropriate weight to those comments in the light of all attendant circumstances. When Journey ~~persons~~ ~~men/women~~ or ~~J.I.T.'s~~ ~~E.I.T.'s~~ die making, toolmaking or engineering employees are on layoff or become laid off as a result of the plant's subcontracting work normally performed by them, Local Management will, except where time and circumstances prevent it, hold such advance discussions of contracts for the performance of major die construction work or major tooling construction programs of the type normally performed by such employees.

[See Par. (183)(b)]

[See Doc. 58,59,98]

DATE INITIALED: AUG 24 2015

INITIALED BY PARTIES:



## HOLIDAY PAY

(203) Employees shall be paid for specified holidays and the holidays in each of the Christmas holiday periods as provided hereinafter:

### 1st Year

~~November 14, 2011~~ November 16, 2015 Veterans' Day (Observed)  
(or one other such holiday of greater local importance  
which must be designated in advance by mutual  
agreement locally in writing)  
~~November 24, 2011~~ November 26, 2015 Thanksgiving  
~~November 25, 2011~~ November 27, 2015 Day after Thanksgiving  
~~December 26, 2011~~ December 24, 2015  
~~December 27, 2011~~ December 25, 2015  
~~December 28, 2011~~ December 2015  
~~December 29, 2011~~ December 2015 Christmas Holiday Period  
~~December 30, 2011~~ December 2015  
December 31, 2015  
~~January 2, 2012~~ January 21, 2016 (Observed)  
~~January 16, 2012~~ January 18, 2016 Martin Luther King, Jr. Day  
~~April 6, 2012~~ March 25, 2016 Good Friday  
March 28, 2016 Day After Easter  
~~May 28, 2012~~ May 30, 2016 Memorial Day  
(or one other such holiday of greater local importance  
which must be designated in advance by mutual  
agreement locally in writing)  
~~July 4, 2012~~ July 2016 Independence Day  
~~September 3, 2012~~ September 25, 2016 Labor Day

### 2nd Year

~~November 6, 2012~~ November 28, 2016 Federal Election Day  
~~November 16, 2012~~ November 11, 2016 Veterans' Day (Observed)  
(or one other such holiday of greater local importance  
which must be designated in advance by mutual  
agreement locally in writing)  
~~November 22, 2012~~ November 24, 2016 Thanksgiving  
~~November 23, 2012~~ November 25, 2016 Day after Thanksgiving  
~~December 24, 2012~~ December 26, 2016  
~~December 25, 2012~~ December 27, 2016  
~~December 26, 2012~~ December 28, 2016 Christmas Holiday Period  
~~December 27, 2012~~ December 29, 2016  
~~December 28, 2012~~ December 30, 2016  
~~December 31, 2012~~  
~~January 1, 2013~~ January 32, 2017 (Observed)  
~~January 21, 2013~~ January 16, 2017 Martin Luther King, Jr. Day  
~~March 29, 2013~~ April 14, 2017 Good Friday  
April 17, 2017 Day After Easter

DATE INITIALED: OCT 25 2015

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~~May 27, 2013~~29, 2017 Memorial Day  
(or one other such holiday of greater local importance  
which must be designated in advance by mutual  
agreement locally in writing)  
July 4, ~~2013-2017~~ Independence Day  
September 2, ~~2013~~4, 2017 Labor Day

### 3rd Year

~~November 15, 2013~~10, 2017 Veterans' Day (Observed)  
(or one other such holiday of greater local importance  
which must be designated in advance by mutual  
agreement locally in writing)  
~~November 28, 2013~~23, 2017 Thanksgiving  
~~November 29, 2013~~24, 2017 Day after Thanksgiving  
~~December 23, 2013~~25, 2017  
~~December 24, 2013~~26, 2017  
~~December 25, 2013~~27, 2017  
~~December 26, 2013~~28, 2017 Christmas Holiday Period  
~~December 27, 2013~~29, 2017  
~~December 30, 2013~~  
~~December 31, 2013~~  
January 1, ~~2014~~2018)  
January 20, ~~2014~~15, 2018 Martin Luther King, Jr. Day  
~~April 18, 2014~~March 30, 2018 Good Friday  
April 2, 2018 Day After Easter  
~~May 26, 2014~~28, 2018 Memorial Day  
(or one other such holiday of greater local importance  
which must be designated in advance by mutual  
agreement locally in writing)  
July 4, ~~2014-2018~~ Independence Day  
September 1, ~~2014~~3, 2018 Labor Day

### 4th Year

~~November 4, 2014~~6, 2018 Federal Election Day  
~~November 14, 2014~~12, 2018 Veterans' Day (Observed)  
(or one other such holiday of greater local importance  
which must be designated in advance by mutual  
agreement locally in writing)  
~~November 27, 2014~~22, 2018 Thanksgiving  
~~November 28, 2014~~23, 2018 Day after Thanksgiving  
~~December 24, 2014~~2018  
~~December 25, 2014~~2018  
~~December 26, 2014~~2018 Christmas Holiday Period  
~~December 29, 2014~~27, 2018  
~~December 30, 2014~~28, 2018  
~~December 31, 2014~~2018  
January 1, ~~2015~~2019  
~~January 2, 2015~~)



~~January 19, 2015~~21, 2019 Martin Luther King, Jr. Day  
~~April 3, 2015~~19, 2019 Good Friday  
April 22, 2019 Day After Easter  
~~May 25, 2015~~27, 2019 Memorial Day  
(or one other such holiday of greater local importance  
which must be designated in advance by mutual  
agreement locally in writing)  
~~July 3, 2015~~4, 2019 Independence Day (~~Observed~~)  
~~September 7, 2015~~2, 2019 Labor Day

providing they meet all of the following eligibility rules  
unless otherwise provided herein:

[See Par. (86),(187),(205a)]

[See Doc. 50,94]

(1) The employee has seniority as of the date  
of each specified holiday and as of each of the holidays in  
each of the Christmas holiday periods, and

(2) The employee would otherwise have been  
scheduled to work on such day if it had not been  
observed as a holiday, and

(3) The employee must have worked the last  
scheduled work day prior to and the next scheduled work  
day after each specified holiday within the employee's  
scheduled work week. For each Christmas holiday  
period, the employee must have worked the last  
scheduled work day prior to each holiday period and the  
next scheduled work day after each holiday period.

Each of the designated days in the Christmas  
holiday period shall be a holiday for purposes of this  
Holiday Pay Section.

[See Doc. 80]

(203c) In order for employees to have maximum time off during the Christmas Holiday Period, employees will only be scheduled for work on the following days, which are not paid holidays under this Agreement, on a voluntary basis, except in emergency situations:

Saturday, December 24, ~~2011~~26, 2015  
Sunday, December 25, ~~2011~~27, 2015  
Saturday, ~~December 31, 2011~~January 2, 2016  
Sunday, January 1, ~~2012~~3, 2016

Saturday, December 22, ~~2012~~24, 2016  
Sunday, December 23, ~~2012~~25, 2016  
Saturday, December 29, ~~2012~~31, 2016  
Sunday, ~~December 30, 2012~~January 1, 2017

Saturday, December 21, ~~2013~~23, 2017  
Sunday, December 22, ~~2013~~24, 2017  
Saturday, December 28, ~~2013~~30, 2017  
Sunday, December 29, ~~2013~~31, 2017

Saturday, December 27, ~~2014~~22, 2018  
Sunday, December 28, ~~2014~~23, 2018  
Saturday, ~~January 3, 2015~~December 29, 2018  
Sunday, ~~January 4, 2015~~December 30, 2018

Employees shall not be disqualified for holiday pay if they do not accept work on such days. This does not apply to employees on necessary continuous seven-day operations.

[See Doc. 80]

(223) This Agreement shall continue in full force and effect without change until 11:59 P.M. (Detroit Time), September 14, 201~~9~~5. If either party desires to terminate this Agreement, it shall 60 days prior to September 14, 201~~9~~5, give written notice of the termination. If neither party shall give notice to terminate this Agreement as provided above, or to modify this Agreement as hereinafter provided, the Agreement shall continue in effect from year to year after September 14, 201~~9~~5, subject to termination by either party on sixty (60) days' written notice prior to September 14th of any subsequent year.

If either party desires to modify or change this Agreement it shall, sixty (60) days prior to September 14, 201~~9~~5, or any subsequent September 14th date, give written notice to such effect. Within ten days after receipt of said notice, a conference will be arranged to negotiate the proposals in which case this Agreement shall continue in full force and effect until terminated as provided hereinafter.

If notice of intention to modify or change has been given in accordance with the above provisions, this Agreement may be terminated by either party on thirty (30) days' written notice of termination given on or after the next August 15th following said notice of intention to modify or change.

**PENSION PLAN, LIFE AND DISABILITY  
BENEFITS PROGRAM, HEALTH CARE  
PROGRAM, SUPPLEMENTAL UNEMPLOYMENT  
BENEFIT PLAN, PROFIT SHARING PLAN,  
PERSONAL SAVINGS PLAN, GROUP LEGAL  
SERVICES PLAN, AND DEPENDENT CARE  
REIMBURSEMENT PLAN, ~~PERSONAL  
RETIREMENT PLAN, AND FLEXIBLE SPENDING  
ACCOUNT HEALTH CARE REIMBURSEMENT  
PLAN~~**

(224) The parties have provided for a Pension Plan, a Life and Disability Benefits Program, a Health Care Program, a Supplemental Unemployment Benefit Plan, a Profit Sharing Plan, a Personal Savings Plan, a Legal Services Plan, and a Dependent Care Reimbursement Plan, ~~a Personal Retirement Plan, and a Flexible Spending Account Health Care Reimbursement Plan~~ by Supplemental Agreements signed by the parties simultaneously with the execution of this Agreement, which Supplemental Agreements are attached hereto as Exhibit "A", Exhibit "B", Exhibit "C", Exhibit "D", Exhibit "F", Exhibit "G", Exhibit "I", Exhibit "J", ~~Exhibit "K", and Exhibit "L"~~ respectively and made parts of this Agreement as if set out in full herein, subject to all provisions of this Agreement. No matter respecting the provisions of the Pension Plan or the Life and Disability Benefits Program or the Health Care Program or the Supplemental Unemployment Benefit Plan or the Profit Sharing Plan or the Personal Savings Plan or the Legal Services Plan or the Dependent Care Reimbursement Plan ~~or the Personal Retirement Plan or the Flexible Spending Account Health Care Reimbursement Plan~~ shall be subject to the grievance procedure established in this Agreement, except as expressly provided in Paragraph (46) of this Agreement.

[See Doc. 84]

[See Exhibit D GIS Elimination Letter]



## APPENDIX A

### MEMORANDUM OF UNDERSTANDING EMPLOYEE PLACEMENT

It is recognized that the hiring of new employees in one location while there is a surplus of seniority employees in other locations is not in the best interest of the parties. Therefore, the parties will provide eligible seniority laid-off and active seniority employees an opportunity to relocate to UAW-GM facilities outside of their area, with particular emphasis on placing employees from closed or idled facilities. Production employees with two or more years of seniority are eligible to apply for transfer under the provisions of Appendix A.

Production employees with less than two years of seniority from plants with excess are eligible for transfer. Such employees are eligible for a Basic Relocation Allowance if they volunteer for extended area hire transfer. Employees receiving an involuntary placement job offer to an extended area hire opening are eligible for a relocation allowance in accordance with Paragraph (96a)(2).

For the purposes of this Memorandum, seniority refers to longest unbroken GM seniority.

When selecting employees for placement, the longest unbroken GM seniority date will be used for production job offers. For skilled trades job offers, the longest unbroken seniority date in the skilled trades classification will be used. In the event that two or more employees have the same longest unbroken seniority date, the employee's entire GMIN number in ascending order will be used as the tie breaker.

When employed, such employees will acquire seniority in the plant where hired in accordance with Paragraphs (56) and (57) of the National Agreement.

In the event of a ~~permanent Traditional~~ regular opening at a GM facility, the following placement procedure is to be utilized:

#### A. In Plant Movement

##### 1. Plant Recall.

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DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MEY EL

2. Plant Rehire.

B. Area Hire.

1. GM closed plants – volunteers in seniority order.
2. Other GM plants and Delphi (volunteers from a combined list in seniority order); GM laid off, active from plants with excess, return to former community, and all Delphi, (with 10/18/99 and earlier seniority dates) in accordance with the provisions of the 2007 UAW-DELPHI-GM Memorandum of Understanding – Delphi Restructuring);
3. Non-volunteers in inverse seniority order (laid off employees).
4. Non-Volunteer laid off skilled trades employees within the Area Hire will be made production job offers in inverse seniority order.
  - a. Skilled trades employees may be placed into production jobs regardless of whether or not they have previously held production jobs with GM.
  - b. Skilled trades employees placed into production jobs shall be paid the applicable skilled trades wage rate.
  - c. Skilled trades employees placed into production jobs shall retain their rights to return to skilled trades jobs for which they are qualified by previously held classifications.

~~— Laid off Entry Level employees will be made offers to Area Hire Entry Level openings in seniority order.~~

5. Non-volunteer skilled trades employees working in production at the skilled trades rate of pay will be offered skilled trades jobs in inverse seniority order.
  - a. Skilled trades employees who decline job offers will have their rate of pay reduced to the applicable production rate.

C. Extended Area Hire.

1. Volunteers from GM closed plants and Delphi (with 10/18/99 and earlier seniority dates) in accordance with the provisions of the 2007 UAW-DELPHI-GM Memorandum of Understanding – Delphi Restructuring).
2. GM-Closed plant return.
3. All other volunteers in seniority order from plants with excess.

D. Employees from plants without excess

1. Area Hire active volunteers in seniority order.
2. Extended Area Hire active volunteers in seniority order.

E. After exhausting the Placement Process steps above, job offers will be made as follows:

1. The lowest seniority laid off ~~traditional~~ production or skilled trades (for skilled trades openings) employee from a closed plant within the Region.
2. The lowest seniority laid off ~~production or skilled trades (for skilled trades openings)~~ employee from the balance of plants within the Region.
3. The lowest seniority laid off ~~traditional~~ production or skilled trades (for skilled trades openings) employee from a closed plant within the next closest Region followed by the lowest seniority laid off ~~traditional-production or skilled trades (for skilled trades openings)~~ employee from the balance of plants within the next closest Region.

The designation of plants within a Region and the order of placement across regions is defined in Attachment A. Upon request the National Parties may agree to modifications regarding the placement order across regions.



F. Volunteer laid off skilled tradespersons/Journeypersons-in-Training (J.I.T.) will be offered retraining opportunities within the area hire in accordance with their skilled trades entry date after their qualifications have been reviewed by the GM-UAW Skilled Trades and Apprentice Committee to determine their eligibility.

G. New hires ~~at the Entry Level in a 50/50 Ratio of:~~

~~1. Volunteers in Delphi/Guide/ACC seniority order, then non-volunteers in inverse Delphi/Guide/ACC seniority order from a pool of eligible;~~

~~a. Delphi (post 10/18/99 seniority but prior to 10/8/05);~~

~~b. Guide/ACC SEPO;~~

~~2. New Hires;~~

~~In the event that there is a layoff of traditional employees in an Area Hire where Entry Level employees are employed, the traditional employees, seniority permitting, will replace the Entry level employees who will then be placed on layoff.~~

In administering the Placement Procedure, items (A) through (G) above will be applied sequentially.

Active employees who volunteer and are placed in accordance with this Placement Procedure must terminate seniority at their current location.

It is understood that the National Parties may mutually agree from time to time to other special provisions, including offering jobs to active employees. Existing agreements concerning Customer Care and Aftersales (CCA) plants remain in effect.

It is further understood that the National Parties may also mutually agree to deviate from the above order of selection in a particular situation.

Any complaints regarding the application of these provisions in any plant may be taken up with Local Management of that plant by the local Shop Committee

and if not resolved may be referred to ~~the~~ GM Labor Relations and the International Union for resolution; however, the above provisions shall not be the basis for any claims for back wages or any form of retroactive adjustments.

It is understood that if an employee whose problem is referred to ~~the~~ GM Labor Relations and the International Union is adjudged by the National Parties to be entitled to an adjustment, the joint parties will determine an appropriate remedy as soon as practicable and notify the impacted employee(s) of their decision. ~~employee will be offered an available opening as soon as possible, but in any event within two weeks of such decision. If no such opening develops, he or she will be offered the opportunity to displace a lesser seniority employee, seniority permitting, at the plant where the problem occurred.~~

**I. AREA HIRE PLACEMENT** (Formerly Appendix A and Document No. 21)

- A. An Area Hire Area is comprised of all plants within a 50 mile radius of a given plant or larger as may be agreed upon by the National Parties.
- B. Employees on the Area Hire List include: seniority employees on indefinite layoff, active employees from plants with and without excess ~~employees~~, and seniority return to the former community applicants.
- C. Employees will be given the opportunity to designate from among those plants within their Area Hire Area which plants, if any, they volunteer to accept an offer of employment, should future job openings occur. An employee will be allowed to change the plants so designated any time prior to a bona fide job offer.
- D. In the event that higher seniority employees are placed on layoff, employees with the least seniority who would have otherwise been laid off will be placed on the Area Hire List. Such employees placed on the Area Hire List

will be advised of this fact and be given the opportunity to designate plants within the Area Hire Area.

- E. Volunteers will be offered the available jobs in seniority order. Volunteers accepting a transfer may not transfer again for six (6) months unless they are recalled/rehired or their status changes at their current plant.
- F. Active employees ~~will be made a maximum of three (3) Area Hire job offers in each year of this Agreement. Such employees may later be eligible to refile who have filed an Area Hire application and declined a job offer are not allowed to transfer for six (6) months unless in the event that their status changes at their current plant.~~
- G. Skilled trades journeypersons laid off from a plant and working in a production classification will be eligible for area hire placement, seniority permitting, into skilled trades openings. ~~the same or a related skilled trades classification.~~
- H. It is further understood that each plant would review local procedures for implementing the provisions of Area Hire and Extended Area Hire Placement and that during these reviews particular attention would be directed toward insuring that information regarding applying for Area Hire and Extended Area Hire Placement is made available to all seniority employees.

## II. EXTENDED AREA HIRE PLACEMENT (Formerly Document No. 28)

- A. Seniority laid off and active employees will be given the opportunity to indicate their interest in working at another GM location outside their Area Hire Area.
- B. Employees continue to be eligible for Extended Area Hire placement as long as they retain unbroken GM seniority.

- C. The offer of an available job will be made in seniority order from volunteers on the Extended Area Hire List.

If the volunteer being placed is an applicant from a plant without excess, the opening created when the volunteer accepts the job offer will be filled by:

1. Closed plant laid off volunteers in seniority order.
2. Laid off non-volunteers in inverse seniority order.
3. New hires at the Entry Level in a 50/50 ratio of:

~~Volunteers in seniority order, then non-volunteers in inverse seniority order from a pool of eligible:~~

~~Delphi (post 10/18/99 seniority but prior to 10/8/05).~~

~~Guide/ACC SEPO.~~

~~New Hires~~

- D. Employees who have filed an Extended Area Hire Application will and declined a job offer are not allowed to transfer for six (6) months unless their status changes at their current plant, receive up to three (3) offers for placement in each year of the Agreement to one of the plants they have selected.

- E. Skilled trades journeypersons laid off from a plant and working in a production classification will be eligible for extended area hire placement, seniority permitting, into skilled trades openings.

- ~~E-F.~~ Employees will be eligible for relocation as described in the Relocation Section (Section IV) of this Memorandum of Understanding Employee Placement and

in Paragraph (96a) of the National Agreement.

~~F~~G.. Employees who are placed in accordance with the Extended Area Hire Placement provisions of the National Agreement ~~and~~ who accept the Basic Relocation Option specified in Paragraph (96a) of the National Agreement are not eligible for placement at any other General Motors location for a period of one (1) year or until their plant has laid off employees under conditions which establish there is no reasonable likelihood of recall, whichever occurs first. It is understood that the one (1) year period may be modified or extended by mutual agreement between the Company and the International Union, UAW.

Such employees who are eligible for recall or rehire to a former location may remain at their current location or return to such previous location as soon as practicable taking into consideration the operation impact to the sending and receiving plants. ~~may not be subject to recall or rehire~~

If an employee returns, the local parties may make adjustments necessary to ensure that the employee is neither advantaged nor disadvantaged by the above provisions. Local Managements has ninety (90) days following the date an employee elects to return to accomplish such adjustments.

~~or Extended Area Hire placement at any General Motors plants, for a period of six (6) months or until permanently laid off under conditions which establish there is no reasonable likelihood of recall, whichever occurs first. It is understood that the six month period may be modified or extended by mutual agreement between the Company and the International Union, UAW.~~

~~At the end of such period, employees who would otherwise have been recalled or rehired to a former location(s) may either remain at the current plant or return to such previous location. If an employee returns, the local parties may make adjustments necessary to insure that the employee is neither advantaged nor disadvantaged by the above provisions. Local Managements have ninety (90) days following the date an employee elects to return to accomplish such adjustments.~~

- ~~GH.~~ Employees will be given a reasonable amount of time to relocate to another plant.
- ~~H-I.~~ Employees who are placed in accordance with Appendix A and accept the Enhanced Relocation Allowance will not be eligible to initiate another Extended Area Hire placement or initiate an Area Hire placement as an active employee for a period of 36 months unless the employee's status changes to laid off. In the event the plant has excess employees on ~~permanent~~ indefinite layoff with no likelihood of recall into the active workforce, the 36 month period will be eliminated.
- J. Employees who are involuntarily placed in accordance with Section E(1) – E(3) of Appendix A may accept a modified Enhanced Relocation Allowance over a period of three (3) years in accordance with the provisions of Paragraph (96a) (2)(b) Option 2 – Modified Enhanced Relocation.

Such employees will be eligible for recall to their home plant and shall retain Return to Former Community rights.

- ~~J-K.~~ Eligible employees from closed plants who have relocated via Extended Area Hire will be given preference to return to a plant in their former community. Such

employees will receive the applicable relocation allowance.

### III. REFUSAL OF JOB OFFERS

#### Area Hire

Laid off employees who refuse any job offer within the Area Hire will be placed on a formal leave of absence without Company paid benefits with recall only to a job in the regular active workforce at their home plant.

Skilled trades journeypersons working in production at the skilled trades rate of pay who refuse transfer into a skilled trades opening will be paid the applicable production rate.

#### Extended Area Hire

Laid off employees who refuse an involuntary job offer will be placed on a formal leave of absence without Company paid benefits with recall only to a job in the regular active workforce at their home plant.

### IV. RELOCATION

- A. Any employees who are employed and relocate in accordance with Appendix A will be eligible to receive a relocation allowance and relocation services as specified in Paragraphs (96a) (1), (2), (3), and (4), of the National Agreement.
- B. Employees who return to their former community pursuant to the Return to Former Community Procedure will be eligible for a basic relocation allowance.
- C. Employees from plants without excess who transfer pursuant to Appendix A, Section D (2) will be eligible only for the basic relocation package.

### V. PHYSICALS



- A. When physicals are conducted on Area Hire or Extended Area Hire Applicants, the criteria used is the same as that used for a Fit for Duty exam when an employee of that plant is undergoing a reinstatement to return to work from a sick leave.
- B. In medical disputes, the National Parties may refer the employee for an impartial medical opinion.

**VI. SENIORITY RETURN TO FORMER COMMUNITY**  
(Formerly Document No. 14)

The following methods and procedures detail the circumstances under which eligible employees who apply will be offered the opportunity to return to their former community.

- A. Eligible employees are those seniority employees on roll at a plant who have been relocated to that plant from a plant outside the Area Hire in accordance with Appendix A and worked there six (6) months and who still retain seniority at a plant in the former community.
- B. Eligible employees will be given the opportunity to file an application to return to their former community.

Employees may have only one return to former community application on file at any given time. Once employees return to a former community under the provisions of this document, they are no longer eligible to return to any other community until such time as they are laid off or relocate in accordance with Appendix A.

- C. Eligible employees who have applied to return to their former community shall have their names placed on the Area Hire list for the plants within the community to which they have applied.

- D. At the time of receiving an offer to return to a plant in a former community, employees who have filed a Return to Former Community Application, may elect to receive a payment of \$6,000 to remain at their current plant. As a result of receiving this payment, the employees will terminate seniority and return rights at all other GM facilities and therefore no longer be eligible for Return To Former Community consideration.
- E. Employees returning to a plant in their former community will acquire seniority in accordance with the Application of Corporate Seniority Section (Section VII) of this Memorandum.
- F. Should employees return to their former community under the provisions of this Section, their seniority will be terminated pursuant to the provisions of Paragraph (64)(d) at the plant from which they are leaving, effective with the date to report to the new plant.
- G. It is recognized that the plant from which the eligible employee is released must do so in a manner consistent with the maintenance of quality and efficiency. Accordingly, no eligible employee will be released until a fully trained replacement is available. Consistent with these principles, it is recognized that the rate at which employees are released may vary due to the types of jobs held by such employees, the availability of replacement personnel, product or new model launch, the releasing plant's staffing requirements or other business reasons. In all cases, management will endeavor to release employees as quickly as possible.

**VII. APPLICATION OF CORPORATE SENIORITY** (Formerly Appendix D-1)

- A. Employees who are moved to a secondary plant in accordance with this

Memorandum, while retaining unbroken seniority in their base plant, shall establish seniority in such secondary plant as follows:

1. Employees with seniority dates of January 7, 1985 or earlier will establish an adjusted plant seniority date of January 7, 1985.
2. When two (2) or more employees establish the same plant seniority date pursuant to Paragraph (1) above, the date established for each employee for vacation under Paragraph (190) of the National Agreement will be used to determine seniority preference among such employees.
3. Employees with seniority dates subsequent to January 7, 1985 will establish that subsequent date as their plant seniority date.
4. Journeypersons with unbroken Skilled Trades seniority dates or dates of entry of January 7, 1985 or before, who are employed in the same ~~or related~~ Skilled Trades Classification, will establish a date of entry of January 7, 1985 in that classification.
5. When two or more journeypersons establish the same date of entry in the same classification and plant pursuant to Paragraph (4) above, each employee's longest unbroken seniority in that classification in any General Motors plant covered by the Agreement, will be used to determine seniority preference among such employees for all purposes applicable to that classification.

6. Journeypersons with unbroken skilled trades seniority dates or dates of entry subsequent to January 7, 1985 who are employed in the same or a related skilled trades classification, will establish that subsequent date as their date of entry in that classification.

7. Journeypersons who are employed in production classifications and later reclassified to the same or related Skilled Trades Classification, will establish a date of entry as though originally employed in that classification in accordance with (4) or (6) above, whichever is applicable.

~~B. Journeypersons reclassified to related Skilled Trades Classifications in their same plant will establish a date of entry in accordance with (7) above, or applicable Local Seniority Agreement provisions, whichever is earlier.~~

~~C.B.~~ The above provisions are not applicable to laid off apprentices who are employed in the apprentice program in another plant. However, a seniority employee who transfers to a secondary location, under the provisions of Paragraph 113(a) of the GM/UAW Agreement and subsequently graduates at the new location will also, at that time, transfer their Corporate Seniority in accordance with Paragraphs (1) and (3) above.

## **VIII. WORKFORCE COMPOSITION**

~~GM Assembly, Stamping and Powertrain operations will utilize a production "need to run" workforce comprised of the following: Traditional, Entry Level, Flex Employees, Vacation Replacements and other employees hired for Temporary work.~~

~~CCA facilities will move to utilize a production "need to run" workforce comprised of the following: Entry Level, Flex Employees, Vacation Replacements and other employees hired for Temporary work.~~

## **VIIIX. LAID OFF SENIORITY** **EMPLOYEES VACATION** **REPLACEMENTS AND OTHER** **EMPLOYEES HIRED FOR TEMPORARY** **WORK** (Formerly Appendix D-2)

~~Seniority Employees who are on layoff from any GM-UAW plant who retain unbroken seniority in any such plant on the date they are hired as a vacation replacement or for other temporary work in any other area hire plant covered by the National Agreement, or a new employee who does not have seniority in any General Motors plant who is hired for such work shall be employed in accordance with the following:~~

- ~~A. An laid off seniority employee may be hired as a vacation replacement or to fill other job openings of a temporary nature.~~
- ~~B. Vacation replacements-Laid off seniority employees hired may be employed under the provisions of this Memorandum may be used to fill temporary job openings required to support business needs, including but not limited to, created to accommodate accommodation of employee requests for time off the job (e.g, summer vacation, hunting season), temporary volume fluctuations, new product launches. Special Attrition~~

Program transition and other situations of a temporary nature. The utilization of vacation replacements and other laid off seniority employees hired for to perform temporary work shall be discussed in advance with the local parties.

~~C. Other employees may be hired to fill temporary job openings required to support events including, but not limited to, temporary volume fluctuations, new product launches, Special Attrition Program transition, or other situations of a temporary nature.~~

~~D. Non-seniority vacation replacements and other employees hired for temporary work:~~

~~1. Will be paid the applicable Entry Level wage.~~

~~2. Will receive pay for all holidays that occur while they are employed provided they:~~

~~a. Worked at least 90 days prior to the holiday.~~

~~b. Would otherwise have been scheduled to work on such day if it had not been observed as a holiday.~~

~~c. Must have worked the last scheduled work day prior to and the next scheduled work day after each specified holiday in their workweek. For each Christmas holiday period, the employee must have worked the last scheduled work day prior to each holiday period and the next scheduled work day after each holiday period.~~

~~3. Will be subject to the "Dues Check-off and Union Security" provisions of the GM-UAW National Agreement.~~

~~4. Will be considered for Entry Level  
job opportunities.~~

- ~~CE.~~ In the event of ~~permanent-regular~~ job openings which involve the relocation of employees, the National Parties may agree to hire-temporary employees under the provisions of this Section to enable plants to operate effectively while ~~permanent~~ seniority employees are being identified or relocated at the new location.
- ~~FD.~~ Time worked by a ~~vacation-replacement~~ or ~~other~~ seniority temporary employee who is hired pursuant to this Memorandum will not be included in the computation for acquiring seniority pursuant to Paragraph (57) and Appendix D.
- ~~GE.~~ Such time worked by a laid off seniority employee will not be considered in the calculation for breaking seniority and exhausting rehire rights at a former plant pursuant to Paragraph (64e).
- ~~HF.~~ The provisions of the Application of Corporate Seniority (Section VII) of this Memorandum are not applicable to employees hired pursuant to this Section VIII.
- ~~IG.~~ An employee with seniority hired at a secondary plant for vacation replacement or other temporary work will remain eligible for ~~permanent-regular~~ job openings in accordance with the provisions of Area Hire Placement (Section I) and Extended Area Hire Placement (Section II) of this Memorandum.
- ~~JH.~~ All other provisions of the National Agreement and its Exhibits shall apply to employees hired pursuant to this Memorandum.



- ~~K.I.~~ This procedure does not apply to ~~permanent regular~~ job openings.
- ~~L.J.~~ The National Parties are authorized to make modifications and adjustments as necessary.

~~X. FLEX EMPLOYEES~~

~~Flex employees may be utilized as part-time employees normally scheduled to work on Monday, Friday and Saturday and on other day/shifts when the plant experiences excessive absenteeism.~~

~~A. Flex employees hired into manufacturing plants will be paid Entry Level wages in accordance with the Group B wage structure. Flex employees hired into CCA facilities will be paid Entry Level Group C wages.~~

~~B. Flex employees shall accrue no credit towards acquiring seniority.~~

~~C. Flex employees will be subject to the dues checkoff and Union security provisions of the GM-UAW National Agreement.~~

~~D. Flex employees will be given priority for entry level job opportunities provided they have worked at least 1,040 hours and have an acceptable work record.~~

~~E. Flex employees will be eligible for TCN Health Care coverage only under the 2011 Supplemental Agreement Covering Health Care, Exhibit C to the National Agreement with modifications as described in the document entitled "Flex Employee Health Care Coverage." Flex employees will not be eligible for other benefits (e.g., SUB, S & A, contributions towards post retirement health care, etc.).~~

~~F. Flex employees will receive pay for all holidays that occur while they are employed provided:~~

- 1) ~~The employee was hired at least 90 days prior to the holiday(s).~~
- 2) ~~The employee would otherwise have been scheduled to work on such day if it had not been observed as a holiday.~~
- 3) ~~The employee must have worked the last scheduled work day prior to and the next scheduled work day after each specified holiday within the employee's scheduled work week. For each Christmas holiday period, the employee must have worked the last scheduled work day prior to each holiday period and the next scheduled work day after each holiday period.~~

## ~~XI. REQUESTS FOR EMPLOYEES~~

~~A. After discussion with the local union and advance notification to the International Union, UAW, outlining the reasons for the hiring and anticipated timeframe of employment, Management may hire Flex employees and vacation replacements.~~

~~A change in a Flex employee's work schedule from a part time to full-time assignment of a known duration to support a new product launch; fluctuations due to transition in the workforce (e.g. Special Attrition Program), or temporary volume increases will require joint agreement.~~

~~B. Requests for other Temporary Employees hired for other than vacation replacement work shall be made in writing to the National Parties for mutual approval.~~

~~C. The parties acknowledge that the written notification and/or approval process for Flex/temporary employees will continue. Issues and concerns regarding these notifications and processes may be discussed between the parties.~~

#### **IXXH. TEMPORARY OPENINGS - PARAGRAPH**

**(64)(e) (Formerly Document No. 16)**

- A. Laid off seniority employees working at on permanent regular jobs in other General Motors plants, whose seniority would entitle them to be recalled to former locations to fill openings considered at the time to be temporary, will not be recalled or rehired under such circumstances.
- B. Furthermore, if laid off employees working ~~at on permanent regular~~ jobs with outside employers or participating in the UAW-GM Dislocated Worker Program are recalled to their former locations to fill openings considered at the time to be temporary, those individuals who desire to be bypassed under the provisions of this Section should notify the appropriate General Motors employment office.
- C. In this regard, solely for the purposes of calculating the periods relative to breaking seniority and exhausting rehire rights at the former plant pursuant to Paragraph (64)(e), such employees in Sections (A) and (B) above shall be considered as having accepted recall to their former plant on the date such work became available and returned to layoff status at such time as the period of temporary work is completed.

#### **XXIH. TRAINING**

In order to ensure consistent administration of Area Hire and/or Extended Area Hire, training materials will be developed and a joint meeting will be held of those people responsible for the administration of these provisions. Costs for the training will be covered by joint funds upon approval of the Executive Board-Joint Activities. Topics to be discussed, but not limited to, are:

- Changes in the Area Hire provisions and related matters as a result of ~~2011~~ 2015 Negotiations.
- Review of existing procedures and provisions.
- ~~ADAPT (Accommodating DisAbled People in Transition).~~

## ATTACHMENT B TO APPENDIX A

### RE: WORKFORCE COMPOSITION

#### Temporary Other Than Skilled Employees

A new employee who does not have seniority in any General Motors plant who is hired as a Temporary Employee shall be employed in accordance with the following:

- A. The Company may hire Temporary Employees to supplement the work force for straight time, overtime or weekend work in any plant covered by the UAW/GM National Agreement.
- B. Temporary Employees may be utilized, with approval of the National Parties, any day of the week to replace employees not at work for certain absence codes, specifically, unexcused absences, Intermittent Family Medical Leave Act (FMLA) leaves/absences, or sick leave of absence of less than twelve months. The number of Temporary Employees eligible at each facility will be based on that facility's average of the aforementioned absences calculated as a percentage of total absenteeism multiplied by the number of full-time employees (active on roll plus temporarily inactive).
- C. Temporary Employees can be utilized, with approval of the National Parties, as vacation replacements and on other occasions such as, but not limited to, product launch, hunting season, and awaiting transfer of laid off employees from other locations.
- D. The parties recognize the need to utilize a higher number of Temporary Employees (than the calculated allowance) on Mondays, Fridays, Saturdays, Sundays, Holidays, and other approved schedules to accommodate the greater number of absences that occur on these days.
- E. Temporary Employees and Vacation Replacements:

OCT 25 2015  
DATE INITIALED:

INITIALED BY PARTIES



- I. Will be paid the applicable wage rate per Attachment A.
- II. Temporary employees will be eligible for Health Care coverage under the 2015 Supplemental Agreement Covering Health Care Program, Exhibit C to the National Agreement with modifications as described in the Appendix titled "GM Temporary Employee Health Care Plan". Temporary employees will be excluded from the UAW-GM Life and Disability Benefits Program, the Supplemental Unemployment Benefit Plan, Personal Savings Plan, Profit Sharing Plan, Pension Plan, Dependent Care Reimbursement Plan, and any other UAW-GM benefit plan or program.
- III. Will receive pay for all holidays that occur while they are employed provided they:
  - i. Worked at least 90 days prior to the holiday.
  - ii. Would otherwise have been scheduled to work on such day if it had not been observed as a holiday.
  - iii. Must have worked the last scheduled work day prior to and the next scheduled work day after each specified holiday in their workweek. For each Christmas holiday period, the employee must have worked the last scheduled work day prior to each holiday period and the next scheduled work day after each holiday period.
- IV. Will be subject to the "Dues check-off and Union Security" provisions

of the GM-UAW National Agreement.

- V. Will be considered for regular job opportunities, pursuant to the provisions of the "GM Policy – Working Temporary Employees to Regular Hire" Document, if they have an acceptable work record.
  - VI. Temporary Employees whose status is converted from temporary to New Hire Regular status and have otherwise met the requirements for acquiring seniority contained in the provisions of Paragraph 57 of the UAW-GM National Agreement, will be considered to have acquired seniority as of the date of such conversion. Their seniority will date back ninety days from the date of conversion.
  - VII. A Temporary Employee who is found to be in violation of a minor shop rule will be issued a written warning/reprimand for a first and second time violation, provided the employee was hired at least 90 days prior to the violation. The employee may request the presence of a Union Representative when such warning/reprimand is issued.
  - VIII. Temporary Employees who work at least 90 days will annually be eligible for 24 hours of unpaid time off work which must be scheduled in advance and approved by management. Any remaining balance of unused time will not carry over into the following year.
- F. All other provisions of the National Agreement shall apply to employees hired pursuant to this Memorandum.



- G. The Parties acknowledge that replacing full-time seniority employees who are temporarily absent due to certain specific reason codes with Temporary Employees, while not circumventing regular full-time hiring, is mutually beneficial.
- H. The National Parties are authorized to make modification and adjustments as necessary.

#### **Allowance Calculation**

The calculation to determine the allowable number of Temporary Employee eligible to work any day of the week will be calculated annually or when there is a significant event at a specific location. To ensure compliance of this Agreement, the National Parties will closely monitor the use of Temporary Employees in the monthly Employee Placement Manpower Meeting. Management will give notice to the International Union, UAW in advance of hiring Temporary Employees. Local management will provide status updates to the Local Union, including a review of the number of Temporary Employees working in the plant. Problems relating to the administration of the above provisions will be resolved by mutual agreement of the National Parties.

**Attachment A**  
**Temporary Employee Wage Rates**

**Temporary Employees First Hired Prior to the 2015 Agreement**

Temporary Employees first hired prior to the effective date of this agreement will be placed at rates in accordance with their current rate step in accordance with the table below. Those Temporary Employees whose rates are increased to the next step will maintain those rates until they meet the required timing for subsequent rate step increases:

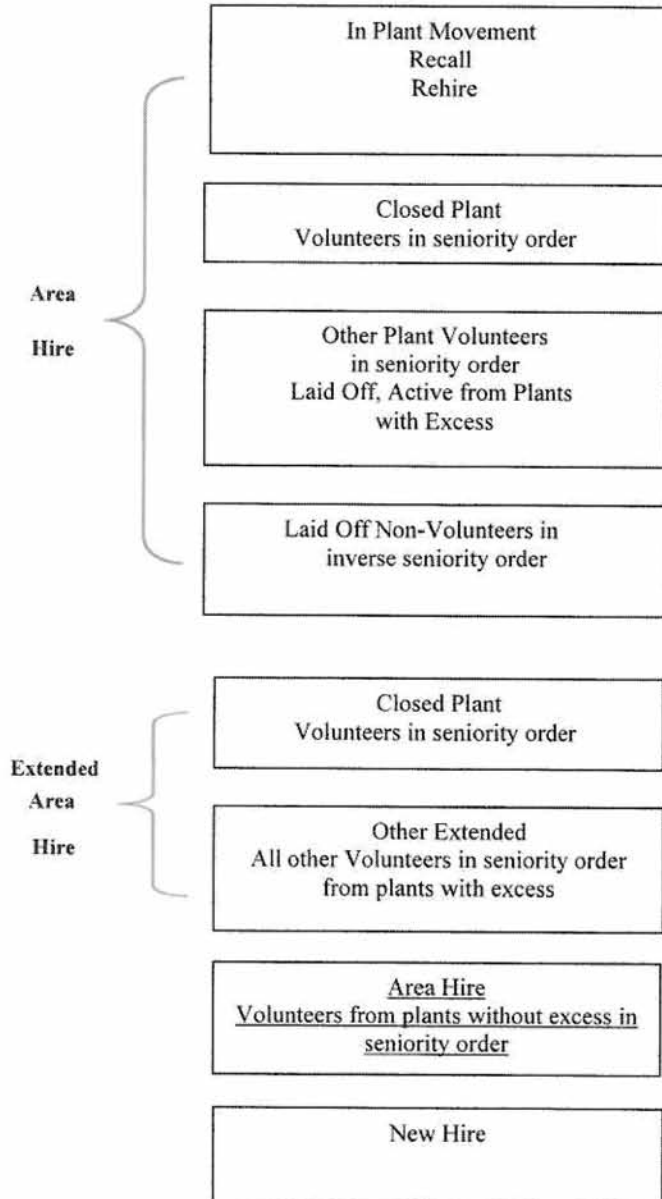
Months of Service	Temporary Employee Rate on the Effective Date
Up to 12 Months	\$17.00
> 12 to 24 Months	\$18.00
> 24 to 36 Months	\$19.50
> 36 to 48 Months	\$21.00
> 48 to 60 Months	\$22.00
> 60 to 72 Months	\$22.00
> 72 to 84 Months	\$22.00
Maximum Rate	\$22.00

**Temporary Employees First Hired on or After the Effective Date of the 2015 Agreement**

For all Temporary Employees First hired on or after the effective date of this agreement, rates and wage progression will be established as follows:

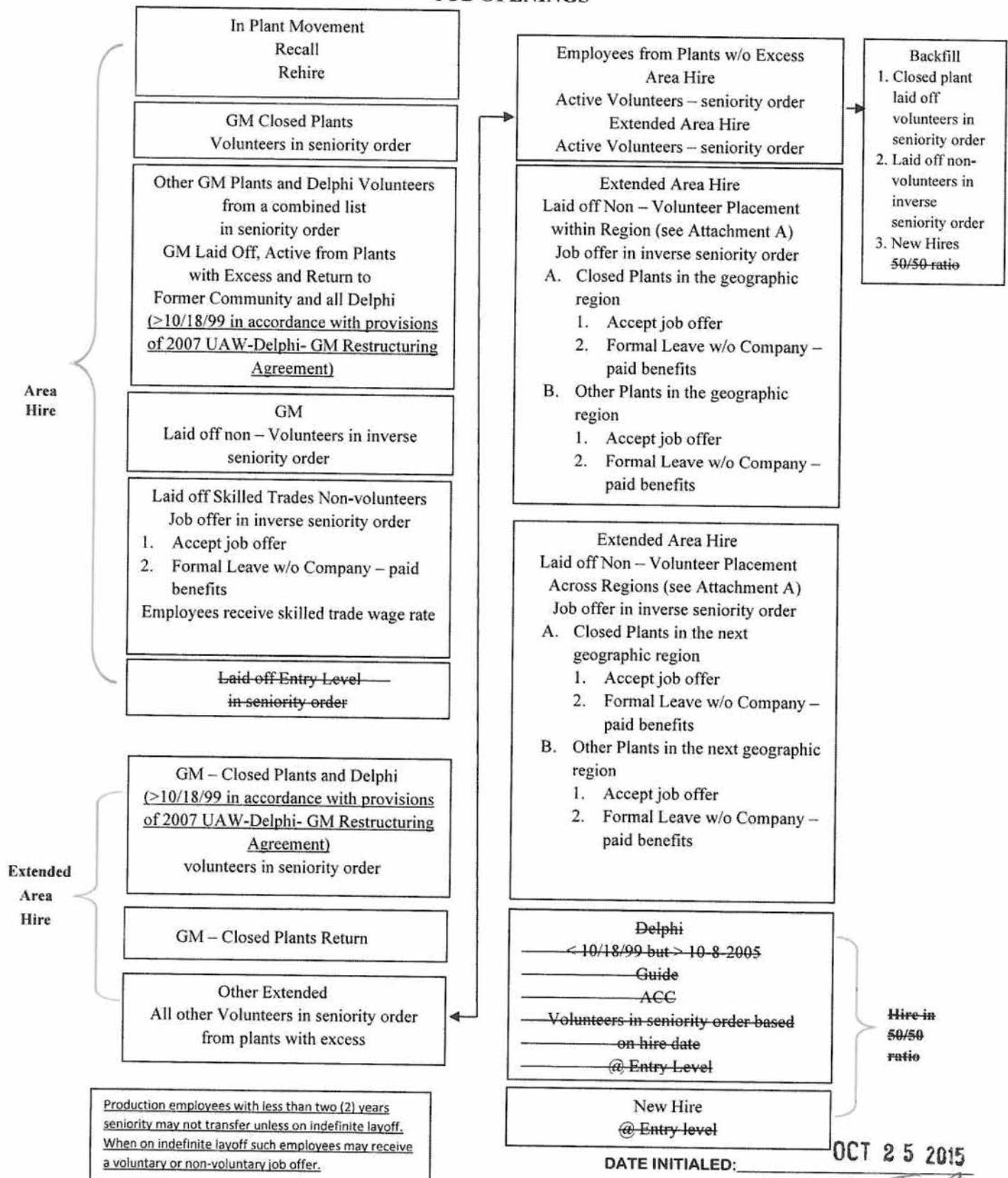
Months of Service	Temporary Employee Rate
Up to 12 Months	\$15.78
> 12 to 24 Months	\$16.66
> 24 to 36 Months	\$17.53
> 36 to 48 Months	\$18.41
> 48 to 60 Months	\$19.28
Maximum Rate	\$19.28

**APPENDIX A PLACEMENT PROCESS  
CCA JOB OPENINGS  
(Only CCA Employees Are Eligible For  
Production Openings)**



**\*Skilled Trades employees may transfer  
into CCA plant Skilled Trades openings  
in accordance with Appendix A transfer  
provisions**

# APPENDIX A PLACEMENT PROCESS JOB OPENINGS



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DATE INITIALED:

OCT 25 2015

INITIALED BY PARTIES:

## APPENDIX D

### INTERPRETATION OF PARAGRAPH (4) THRU (4c) AND PARAGRAPH (57)

#### Rules for Computing Seniority of Employees Who Acquire Seniority by Working 90 Days Within Six Continuous Months, and Computing the Period Specified in Paragraph (4) thru (4c)

1. Credit toward acquiring seniority will begin with the first day worked by the new employee and will include the subsequent days of that pay period.
2. Thereafter during six consecutive months until the employee acquires seniority the employee will receive credit for seven days for each pay period during which the employee works except that credit will not be given for any days the employee is on layoff.
3. No credit will be given for any pay period during which for any reason, the employee does not work except as provided in Paragraph (108) and in the case of the pay period in which the full week of Christmas holidays or ~~the Independence Week~~ (1) week of Plant Vacation Shutdown falls, provided the employee would otherwise have been scheduled to work.
4. Unless employees are at work on the 90th day of their accumulated credited period, they must work another day within their probationary period to acquire seniority. If the 90th day of their accumulated credited period falls on a holiday or an ~~Independence Plant Vacation Week Shutdown Day~~, the employees will be considered as having seniority as of the holiday or the Plant Vacation Independence Week Shutdown Day. If the 90th day of their accumulated credited period falls on their vacation pay eligibility date, the employees will be considered as having seniority as of the vacation pay eligibility date.
5. In the event temporary employees are summoned and report for jury duty as

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prescribed by applicable law during the period of six continuous months preceding the date they acquire seniority pursuant to Paragraph (57), the employees' seniority when acquired will be adjusted to give the employees credit for seven additional days for each week in the period in which they did not work and during which jury duty was performed. The employees must furnish evidence that the jury duty was performed in order to receive seniority credit in accordance with this provision.

[See Par. (64)(a),(64)(c),(107)]

[See Par. (137)(c)(2),(203)]

[See App. A]



## APPENDIX K

### MEMORANDUM OF UNDERSTANDING LOCAL INPUTS TO CREATING AND PRESERVING JOBS IN GM

The Company and the Union are committed to creating and preserving jobs for both current and future General Motors employees. The Parties also recognize that such job creation and preservation can only be realized within a work environment which promotes operational effectiveness, continuous improvement and competitiveness.

~~Accordingly,~~ The parties have pledged to continue working together, consistent with this Understanding and other provisions of the National Agreement to enhance the Company's competitive position.

Actions which drive the behaviors and results needed to create and preserve jobs in the increasingly global automobile manufacturing business are not solely the responsibility of the National Parties. There are a number of ways the local parties can exert influence on this important topic. A primary example is:

- The Local Shop Committee Chairperson and the Plant Manager, or their designates, will serve as resources to and local subject matter experts for the National Sourcing Committee with regard to sourcing issues

By so doing, the local parties will continue to play a key role in assuring that the plants are in a viable position to insource work when opportunities arise.

At the National Level, the parties will continue to support the operation of the various Business Review Teams (BRT), as described in Document 16 as well as the Sourcing Review Team (SRT) that functions for GMCH locations. The BRT and SRT serve an important purpose in identifying and discussing job creation and retention opportunities.

To this end, during these ~~2011 National~~ Negotiations, the Parties discussed at great length the fact that such a commitment to job creation and preservation will require ongoing, close cooperation. ~~An excellent example of such close cooperation was set during~~

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~~negotiations by the establishment of several joint working teams which were dedicated to the task of identifying, evaluating and recommending opportunities for growing UAW GM jobs at competitive cost levels. The successful output of these work teams served as demonstration that the Parties can have frank and constructive discussions relative to preserving and creating jobs and that in doing so, arrive at mutually beneficial resolutions which improve the Company's financial performance as well as add UAW jobs to the work force.~~

The Parties overwhelmingly support establishing a framework and a process that will see this type of joint effort continue on an ongoing basis during the term of ~~this the 2011 Agreement. This framework and process will encompass activities at both the National and Local levels and will involve the appropriate Management and Union personnel required to assess and act upon identified opportunities. The parties support the idea that a strong manufacturing base is essential not only to maintaining a healthy Company and a healthy Union, but is essential to the United States economy overall. To support these efforts, the Company and the Union agree that there is benefit to utilizing plant inputs provided by the Local Shop Committee Chairperson and the Plant Manager or their designates on subjects such as:~~

- ~~(A) Evaluating floor space and equipment capacity utilization of the plant to determine if insourcing work is feasible~~
- ~~(A)(B) Providing input regarding future product sourcing activity as requested by the BRT, SRT or National Sourcing Committee; input may be related to Assembly, Powertrain, Stamping or Customer Care and Aftersales~~
- ~~(B) At each bargaining unit covered by the current GM-UAW National Agreement, a Local Jobs Committee will be established.~~
- ~~(B) The membership of the Committee will consist of the local Plant Manager and Personnel Director, and other representatives selected by management; the local Union President, if a General Motors employee, and the Shop~~

~~Chairperson, and other representatives selected by the union.~~

~~One existing member of the Local Jobs Committee from the union and one from Management will function as leaders of the insourcing activity and will report their findings and recommendations to the larger Committee on a frequency to be determined by the local parties.~~

~~(C) The duties of the Local Committee will be:~~

~~(1) Assess and monitor the utilization of floor space and equipment on a periodic basis as a way to generate opportunities for insourcing work, to include the possibility of moving some activities to suppliers in order to make room for other competitive work which involves a greater number of employees. The intent of such efforts will be to increase the overall number of jobs in the plant, not to eliminate operations.~~

~~———— (2) Monitor permanent layoffs.~~

~~———— (3) Participate in discussions regarding future product sourcing activity when contacted by the National parties to do so~~

~~———— (4) Participate in discussions regarding the introduction of new or advanced technology as provided in the Statement on Technological Progress contained in the current GM-UAW National Agreement.~~

~~———— (5) Review attrition and changes in the workplace. As required, develop plans to replace attrition, including the use of hires or rehires, to meet operational needs when other appropriate placement sources have been exhausted.~~

- ~~———— (6) — Review the manpower requirements of forward product, facility and business plans, maintaining the confidentiality of the material being evaluated.~~
- ~~(7) — Plan and coordinate the application of Special Programs as described in Attachment A to this Memorandum of Understanding.~~
- ~~———— (8) — Jointly coordinate appropriate local training activities, working closely with the Local Joint Activities Committee and the UAW GM Center for Human Resources National Office to ensure that quality, cost efficient training is provided and appropriate funds are secured from both within GM and from external sources.~~
- ~~———— (9) — Jointly develop and initiate proposals to improve operational effectiveness in conjunction with item (1) above. When required, secure necessary approvals from the bargaining unit membership and the National Parties.~~
- ~~———— (10) — Make recommendations to the National Jobs Committee, as appropriate. This may include any aspect of the contractual relationship between the Company and the Union that is relevant to the duties of the Local Jobs Committee; e.g., Appendix A, Appendix L, and Paragraphs (59), (69), (95) and (96) of the current GM UAW National Agreement.~~
- ~~(D) — A National Jobs Committee will be established at the Company International Union level consisting of three (3) representatives selected from the~~

~~Company and three (3) representatives selected by the Vice President and Director of the GM Department of the International Union, UAW.~~

~~(E) The National Committee will be responsible to the Vice President and Director of the GM Department of the International Union, UAW, and to the Vice President, GM Labor Relations, and will meet periodically as required to:~~

- ~~—— (1) Monitor and track to implementation the final evaluation of the specific work identified by the joint work teams during 2011 National Negotiations.~~
- ~~—— (2) Monitor the efforts of the Local Committees.~~
- ~~—— (3) Maintain liaison with the Joint Skill Development and Training Committee to coordinate: (a) assessment and training programs and (b) funding through the Joint Skill Development and Training Committee.~~
- ~~—— (4) Approve Local Committee efforts to improve operational effectiveness and coordinate these actions when appropriate.~~
- ~~—— (5) Coordinate, where applicable, the execution of Special Programs described in Attachment A.~~
- ~~—— (6) Act on requests from Local Committees to waive, modify or change National Agreement provisions when such action would result in the preservation or increase of job opportunities. Such requests will be presented to the Vice President and Director of the GM Department of the International Union, UAW.~~

and the GMNA Vice President,  
Labor Relations, General Motors  
Corporation.

- (F) ~~The National Jobs Committee is specifically empowered to periodically review and evaluate the operation of this Memorandum of Understanding and make mutually satisfactory adjustments to its provisions during the term of this Memorandum.~~
- (G) ~~As a resource to the National Jobs Committee, the UAW and GM Sourcing Staffs, the UAW Servicing Staff, and the GM Labor Directors will support the effort toward creating and preserving jobs by implementing the jointly agreed-upon Business Review Team (BRT) process. The primary focus of the BRT will be future product programs and processes. Additional BRT operational guidelines are included in Appendix L to this Agreement.~~
- (1) ~~This process will operate at the National level but will be structured such that it will also support the efforts of the local Jobs committees relative to sourcing activity. The Business Review Team process will be an integral part of assuring that the UAW has early involvement in future product sourcing activity in Assembly, Stamping and Powertrain operations, which will focus on identifying additional job growth opportunities.~~
- (2) ~~In Assembly operations, the focus will be on identifying available floor space and matching it with potential VAA, sequencing or kitting operations. This may also include identifying low labor content operations which could be removed, thereby creating space for higher labor content operations. Assembly efforts will be primarily plant and program specific.~~

(3) In Powertrain operations, the focus will be on identifying available floor space or available equipment capacity and matching it with potential competitive work. Powertrain efforts will be primarily process based and may cover multiple programs and plants.

(4) In Stamping operations, the focus will be on filling available press capacity and may also involve identifying low volume, less profitable parts which could be removed, creating capacity for higher volume, more competitive parts to be run. Additionally, stamping operation efforts will also focus on subassembly work associated with stamped parts, to the extent that floor space is available. Such initiatives will be directed at increasing the efficiency of operations and making floor space available for the insourcing of current and/or future work, and are not intended to eliminate jobs.

(5) In CCA operations, the focus will be on identifying available floorspace or available equipment capacity and matching it with potential competitive work.

The Company and International Union agree that:

(A) — This Memorandum of Understanding will become effective at each bargaining unit covered by the current GM-UAW National Agreement, on the Effective Date of this Agreement.

(B) — This Memorandum of Understanding shall expire with the expiration of the current National Agreement.

This Memorandum of Understanding  
will become effective at each bargaining  
unit covered by the current UAW-GM  
National Agreement on the Effective  
Date of this Agreement.

**International Union,  
UAW**

**General Motors  
LLC**

Cynthia Estrada

Catherine L. Clegg

~~Joe Ashton~~

Mike Grimes

D. Scott Sandefur

~~Garry Bernath~~

~~Rex Blackwell~~

~~Jeff Pietrzyk~~

Mike Kenerson

~~D. Scott Sandefur~~

~~Mike Grimes~~

~~Ruth V. Fluegge~~

[See Par. (33),(65),(66)(a)]

[See Doc. 10,12,15]

[See Statement on Technological Progress]



## APPENDIX L

### SOURCING

During these negotiations, the parties discussed at length a proposal to extend the Outsourcing Moratorium originally agreed to during 2007 bargaining. Much of the discussion focused on the resolution of issues which had arisen relative to the Moratorium, ~~during the term of the 2007 National Agreement.~~

As a result of these discussions, the parties have agreed to extend the Outsourcing Moratorium for the life of the ~~2011~~2015 GM-UAW- UAW-GM National Agreement, and will continue to work jointly to resolve in a timely manner any issues which may arise relative to the administration of the Moratorium. This extension applies to sourcing decisions made and also to those impacting under the terms of the 2015 Agreement except as otherwise noted in this Appendix. The parties have a history of being able to resolve such issues to their mutual benefit, and jointly commit this practice will continue.

In view of the extension of the Outsourcing Moratorium, the parties have also agreed should any provisions of this Appendix or the supporting Sourcing Guidelines conflict with the spirit and intent of the Outsourcing Moratorium, the National Parties will resolve such conflicts on a case by case basis.

~~At the expiration of the Outsourcing Moratorium, Appendix L as contained in the 2007 GM-UAW National Agreement, as well as associated documents, memoranda and supporting letters will be restored, unless otherwise agreed upon by the parties.~~

#### 1. Insourcing

The Parties acknowledge that a commitment to job creation and preservation will require ongoing, close cooperation. The UAW and GM Sourcing Staffs will support the effort toward creating and preserving jobs by implementing the jointly agreed upon Business Review Team (BRT) process described in the Sourcing Guidelines. This process will operate at the National level and is ~~but will be~~

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structured such that it will also support any plant initiatives ~~the efforts of the Local Jobs Committees~~ relative to sourcing activity. The ~~Business Review Teams~~ BRT will be an integral part of ensuring that the UAW has early involvement in future product sourcing activity in Assembly, Stamping and Powertrain operations, and will focus on identifying additional job growth opportunities and resolving sourcing issues.

The ~~BRT Local Jobs Committee~~ will discuss the practicality of insourcing, in whole or in part, work previously outsourced or new work which the BRT Committee identifies as that which might be performed competitively within the location based on the criteria outlined in the Sourcing Guidelines. ~~One existing member of the Jobs Committee from the union and from management will function as leaders of the insourcing activity and will report their findings and recommendations to the Key 4 on a frequency to be determined by the local parties. This ongoing effort should focus on maximizing usage of existing equipment and floorspace. The BRT will, when jointly deemed to be appropriate, seek input from the Local Shop Chairperson and Plant Manager, as described in Appendix K to this Agreement. Any plant based Approved joint recommendations are to be forwarded to the National Sourcing Committee for review. Both parties to this agreement acknowledge and commit that these matters should be viewed as high priority at the local level. Access to confidential information such as quote packages and pertinent financial data is essential. Therefore, in order to facilitate the sourcing evaluation process and the effective preparation of a quote response, the Plant Personnel Director will assign coordination responsibility and authority to a designated local management representative. Such responsibilities may include identification of the appropriate management resources to respond to Union inquiries in a timely basis, and the scheduling of meetings, as required.~~

If it is established that certain work can be performed competitively judged by the agreed upon criteria, management will adopt the BRT's ~~Committee's~~ proposal and barring unique or unforeseen circumstances, bring the work in-house. The Union shall thereafter obtain any necessary

approval or ratification within 30 days of the decision to bring the work in-house.

For insourcing decisions made under the terms of 2015 Agreement, the insourced work will be subject to periodic competitiveness reviews following the initial twenty four (24) month period of regular production or the expiration of the 2015 Agreement whichever is longer, unless the National Parties agree to a shorter time period. These competitive reviews will be managed by the National Sourcing Committee. It is clearly understood that any contemplation of re-sourcing the work will be based on appropriate data and that joint actions to address the non-competitiveness will be attempted prior to any final re-sourcing decision being made. These joint actions will encompass Local as well as National items which may be necessary in order to maintain operational competitiveness.

These reviews do not pertain to work brought in-house as offsets pursuant to the provisions of Document 60 to this Agreement.

~~Upon the National Sourcing Committee receiving written verification from the Local Jobs Committee, insourcing credit will be given when:~~

- ~~—— The impact of the event is at least one full-time equivalent direct, indirect, or skilled employee.~~
- ~~—— Work previously outsourced (as documented in the sourcing database) is subsequently insourced and the Local Jobs Committee verifies the actual employee impact on the plant floor; or~~
- ~~—— Work currently performed by an outside supplier that has never been produced inside the Company is subsequently insourced and the Local Jobs Committee verifies actual manpower impact on the plant floor.~~
- ~~—— As an insourcing incentive, any work not covered in the two preceding paragraphs, which the Company contemplates producing in a UAW-represented location(s) and for which it desires insourcing credit, will be considered for such credit by the~~

~~National Sourcing Committee, upon request from the parties.~~

~~The National Parties recognize the importance of the Local Jobs Committee reviewing the insourced jobs on the plant floor for accurate employee verification relative to insourcing notices.~~

In addition, the Parties recognize that there may be occasions when the Company may wish to temporarily assign work to a ~~GM-UAW~~ UAW-GM facility from a non-UAW-GM ~~GM-UAW~~ facility. In these situations, a Notice of Temporary Insourcing will be completed and submitted via the same processes as a Notice of Temporary Outsourcing. It is anticipated that work would normally be temporarily insourced for periods of 12 months or less.

## 2. Outsourcing

Outsourcing as used herein means the Company's sourcing of work from UAW-GM ~~GM-UAW~~ locations, including work connected with current, new or redesigned vehicles, fabricated parts, powertrain, and component products. Excluded from this definition are changes in production or purchase arrangements made by any non-GM/North American sourcing authority (i.e., subsidiaries, affiliates, captives, joint ventures, transplants, etc.).

The parties have agreed that the Outsourcing Moratorium provisions of the Appendix will apply to all sourcing initiatives that are projected to impact at least one full-time equivalent direct, indirect, or skilled job in Assembly, Stamping and Powertrain (except as agreed otherwise between the Parties); and to all sourcing initiatives regardless of manpower impact in CCA, due to the nature of the respective businesses. Management will not intentionally restructure sourcing proposals for the sole purpose of maintaining estimated manpower impact below the threshold. Concerns in this regard, including the applicability of these provisions to small units of work, will be discussed by the National Sourcing Committee.

The parties to this agreement recognize the critical impact outsourcing proposals have on the parties' relationship at both the National and local level. In this regard, when potential outsourcing is under consideration, the parties should have sufficient time to evaluate the proposal to ensure that they have the opportunity to develop a plan to retain the work. During the discussions leading to the current Agreement, the sourcing process was modified to provide a more meaningful role for the Union. Under this process, which provides for earlier involvement, the Union will generally have as much time to evaluate work proposals as practicable. However, in such instances where the Union believes that insufficient time has been provided for input into a pending sourcing decision, the matter should be referred to the National Parties for further discussion.

Issues arising from potential outsourcing will be resolved by the National Parties, ~~as outlined in this Appendix.~~

### 3. Temporary Outsourcing

The National Parties agree that temporary outsourcing is not intended to provide a means for circumvention and abuse of the normal outsourcing notification procedures outlined in this Agreement. Outsourcing notices should be issued to address temporary situations such as: breakdown of machinery or equipment, plant rearrangement and/or modernization, spot buys, model changeovers, and factory assists, etc.

The National Parties will monitor all temporary outsourcing to assure the return of such work in a timely fashion in keeping with the intent of this Appendix.

Management reiterates that the Temporary Outsourcing process is not to be used to circumvent the other provisions of this Appendix.

The Parties understand that circumstances do arise wherein the projected return date of temporarily sourced work legitimately requires an extension

and such extension requests will be reviewed by the National Parties.

Any questions or problems that may arise relative to the meaning and intent of this understanding will be reviewed and resolved by the National Parties on a case-by-case basis.

#### 4. Future Product Sourcing

A confidential review will be held concerning future product programs which will identify new or redesigned vehicles, subsystems, or component parts. These meetings will be attended by the GMNA Vice President of Labor Relations, and the Vice President and Director of the General Motors Department of the UAW.

Similarly, an annual powertrain review will be conducted by senior powertrain operations management. This meeting will include a review of the powertrain long-range plan and anticipated effect on powertrain plant product capabilities.

The Parties also agree that the National Sourcing Staff will attend semi-annual "wall reviews" of the Company's assembly, stamping and powertrain operations.

Management will provide the UAW Assistant Director – Sourcing with overview information about vehicle programs intended for sale in the U.S. market as those programs pass either the Architecture Statement of Strategic Intent (ASSI), ~~or~~ Program Framing Initiated (PFI), or Program Kick Off (PKO) milestone, as is appropriate for the specific program.

In as much as these milestones occur well in advance of the program being approved and assembly sites being targeted, the information provided will focus on the vehicle itself and could include such information as expected body styles, brand assumptions, role in the overall portfolio and primary regions of sale.

International Union input to early sourcing decisions will be sought by the Company's Groups and Divisions. In that regard, the International Union will be notified of a study involving a new or

redesigned vehicle, new engine, or transmission;  
upon Document of Strategic Intent (DSI) or  
Balanced Business Case (BBC) as is appropriate for  
the specific program for vehicles; or the Kick Off  
(KO) gate for engines and transmissions.

Following the notification, the members of the National Sourcing Committee shall have responsibility for overseeing the interface with individual vehicle programs and the Powertrain, Metal Fabricating and CCA operations. The UAW Future Product Sourcing Representatives for Vehicle Manufacturing, Powertrain, Metal Fabricating and CCA operations will work with members of their respective organizations so as to gain information and knowledge and to provide input into sourcing discussions and sourcing determinations for those organizations. The Business Review Teams will function pursuant to the guidelines established by the Parties.

The Company agrees not to use the results of such discussions to obtain more attractive contract terms from outside suppliers in lieu of keeping the work in-house.

The commitments expressed in this Appendix are intended to contribute significantly to our cooperatively working together to provide General Motors employees in the United States improved job security by growing the business.



NEW

**MEMORANDUM OF UNDERSTANDING**

**GM COMPONENTS HOLDINGS, LLC (GMCH)**

During the 2015 National Negotiations the parties discussed at length the unique competitive pressures facing the GM Components Holdings, LLC (GMCH) plants. Efforts to control operating costs have improved the overall performance of these operations. The parties recognize that cost effective operations are critical to the job security of all employees.

The National Parties agree that the majority of provisions contained in the 2015 UAW-GM National Agreement assist these plants in remaining competitive and maintain the ability for continuous improvement in all aspects of their operations. However, as mentioned previously, competitive pressures continue and are not anticipated to lessen in the future. Unless otherwise expressly excluded, the provisions of the 2015 UAW-GM National Agreement will apply to all GMCH plants. In addition to the exclusions identified below, other enabling provisions within the 2015 UAW-GM National Agreement may represent opportunities for the local parties to improve the competitiveness of their sites relative to other components suppliers and to reduce costs imposed upon GM or GMCH under the existing UAW-GM Agreements. The National Parties strongly encourage the local parties to investigate and jointly implement other cost savings initiatives.

Given GMCH's unique operations and competitive environments, the parties agree to the following which serve as exclusions to the 2015 UAW-GM National Agreement:

- Except as provided for herein, all GMCH employees are considered "In-Progression" employees and are subject to all In-Progression provisions (exceptions include wages, etc.).
- Other Than Skilled GMCH employees hired prior to the effective date of the 2015 UAW-GM National Agreement will be placed at a rate in accordance

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MEJ BK

with the table below. Subsequent to the increase upon ratification, increases will be employee specific and will be effective on the Monday following the anniversary of the employee's seniority date:

Seniority at Effective Date	Effective Date
Less than 1	\$16.25
1 < 2	\$17.16
2 < 3	\$18.06
3 < 4	\$18.96
> 4	\$19.86

Employees who progress to the maximum rate of \$19.86 will receive an annual 3% increase on the anniversary date of the agreement in 2016, 2017, 2018, and a 3.7% increase on August 26, 2019.

Note: Wage increases for GMCH individuals who have not yet reached maximum wage rate for their classification will have their wages follow the grow-in schedule as set forth in the above charts except that if an individual's wages have already exceeded those in the table, they shall be frozen and ineligible for any performance bonus until the rate exceeds their frozen wage.

- Hourly Wage Rates for Other Than Skilled GMCH employees hired on or subsequent to the effective date of the 2015 GM/UAW National Agreement shall be established as follows:

At Date of Hire	\$16.25
After 12 Months	\$17.16
After 24 Months	\$18.06
After 36 Months	\$18.96
After 48 Months	\$19.86
Maximum Rate	\$19.86

- Skilled Trades wage rates have transitioned from current levels, to rates commensurate with those of similar classifications in the current GM/UAW National Agreement.
- All GMCH employees have transitioned to the GM Benefit Plans, under the provisions applicable to

“In-Progression” employees, including SUB provisions (with the exception of Skilled Trades employees who will receive traditional SUB) and any Profit Sharing Plan. However, those GMCH employees covered under the Benefit Guarantee agreement between GM and the UAW dated September 30, 1999, will continue to receive benefit treatment under the terms and administrative practices of the Benefit Guarantee.

- Nothing in this agreement amends existing rights of eligible GMCH employees to flow back to General Motors LLC sites or requires different treatment from that of employees from other Delphi units, i.e., GMCH employees with timely applications and hired on or prior to October 18, 1999, may flow to GM as a traditional employee.
- The National Parties acknowledge that GM or GMCH may consolidate one or more GMCH operations into another existing GM or GMCH plant, and may also sell any of the four site operations.
- No GM employees will have the right to flow into the GMCH sites.
- The UAW has agreed that employees of GMCH can be made direct employees of GM at GM’s discretion, and, in such case, will remain subject to the terms of this MOU. GM reserves the right to determine whether to “lease” employees to GMCH and/or to maintain GMCH as a distinct entity.
- The Company, GMCH, and the UAW acknowledged the importance of maintaining strong relationships with current non-GM customers and potentially growing the business with new customers. In that regard, the Parties recognized the necessity to provide a consistent, predictable, and uninterrupted supply of product. Therefore, specific to the production and/or shipment of product to non-GM customers, strikes of any kind are prohibited, and neither the Union nor any GMCH employee will instigate, encourage, authorize, or participate in any slowdown, picket or work stoppage at a GMCH facility during the term of the 2015 UAW-GM National Agreement.

The National and Local Parties will jointly work together to develop an appropriate manpower plan that ensures an uninterrupted supply of product to non-GM customers in the event of an otherwise lawful labor dispute at the National or Local level.

The parties also agree that the GMCH sites may have additional opportunities to competitively bid on future GM product programs, subject to GMCH's current engineering resources being adequate to support them and to GM or GMCH's having intellectual property rights necessary for production, use, and sale of components made at any of the sites. Additionally, the parties agree that should a third party express an interest in any of these sites as an ongoing business, arrangements that modify agreement terms and conditions may be necessary. As a result, the parties acknowledge that future circumstances may dictate that the local parties consider wage and/or benefit reductions in an effort to ensure their operations become competitive within the components industry. In any such situations, the local parties may propose wage and benefit agreement changes to the National Parties for approval. Such changes would remain subject to local ratification.

The parties recognize that specific exclusions, modifications or variances may have been inadvertently omitted from the listings above. Any such issues that may result will be addressed by the National Parties.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives on the \_\_\_\_\_ day of \_\_\_\_\_, 2015.

**International Union,  
UAW**

**General Motors  
LLC**

Cynthia Estrada  
Mike Grimes

Catherine Clegg  
Scott Sandefur

**NEW**

**MEMORANDUM OF UNDERSTANDING  
RE: GMCH, Davison Road and West Chester  
Appendix A Transfer Eligibility**

GMCH, Davison Road and West Chester production employees will now have placement rights under Appendix A. Those GMCH, Davison Road and West Chester employees who are not eligible to flow back to GM or where placement with GM is not the product of their flow back rights will be eligible to transfer pursuant to the provisions of Appendix A of the 2015 UAW-GM National Agreement under the following conditions:

For purposes of placement under Appendix A, GM will use the GMCH, Davison Road and West Chester employee's company seniority date.

In the event two or more employees have the same longest company seniority date, GM will use the employee's entire GMIN number in ascending order as the tie breaker.

Seniority employees employed by GMCH, Davison Road and West Chester as of the effective date of the 2015 UAW-GM National Agreement who hire into a GM regular status production job, will have their GM company and plant seniority date be the effective date of the 2015 UAW-GM National Agreement.

Employees hired by GMCH, Davison Road and West Chester after the effective date of the 2015 UAW-GM National Agreement who are hired into a GM regular status production job, will have their GM company and plant seniority date be the date of hire at their GMCH, Davison Road or West Chester location.

Such employees will not be treated as flow backs and will remain eligible for the same Vacation and Benefits treatment by GM as when working at GMCH, Davison Road or West Chester.

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DATE INITIALED: \_\_\_\_\_

INITIALED BY PARTIES: MEY FR

For purposes of wage progression treatment, GMCH employees will be placed at the next closest GM In-Progression wage rate which does not result in a reduction in relation to their GMCH wage rate.

<u>GMCH Wage Rate at time of Transfer</u>	<u>Effective Date of Transfer</u>	<u>First Sept. after Transfer In- Progression Wage Schedule</u>	<u>Successive Sept. In- Progression Wage Schedule</u>	<u>Successive Sept. In- Progression Wage Schedule</u>	<u>Successive Sept. In- Progression Wage Schedule</u>	<u>Successive Sept. In- Progression Wage Schedule</u>	<u>Successive Sept. In- Progression Wage Schedule</u>	<u>Successive Sept. In- Progression Wage Schedule</u>	<u>Successive Sept. In- Progression Wage Schedule Maximum Rate By Division</u>
\$16.25	\$17.00	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	*
\$17.16	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	*	*
\$18.06	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	*	*	*
\$18.96	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	*	*	*	*
\$19.86 - \$21.70	\$22.50	\$24.00	\$26.00	\$28.00	*	*	*	*	*

\*Maximum Production Rate by Division Prior to September 18, 2017: Assembly \$29.07, Powertrain \$28.97, Stamping \$28.96;  
On or After September 18, 2017: Assembly \$29.94, Powertrain \$29.84, Stamping \$29.83.

Employees who accept an Extended Area Hire transfer will be eligible for a Basic Relocation Allowance.

Each GMCH, Davison Road and West Chester employee transferred under these provisions will be backfilled by a temporary employee, if a backfill is required.

Implementation of these transfer provisions as identified above will occur within 90 days from date of ratification of the 2015 UAW-GM National Agreement.

For the International  
Union, UAW:

For General Motors LLC:

\_\_\_\_\_  
  
\_\_\_\_\_



## MEMORANDUM OF UNDERSTANDING HUMAN RESOURCE DEVELOPMENT

A landmark letter appeared in the National Agreement in 1973 which recognized the desirability of mutual organizational change efforts designed to improve the quality of work life of employees and the success of the ~~Company Corporation~~. Going forward, General Motors ~~LLC Corporation~~ and the International Union, UAW, have agreed that a single focus must be communicated throughout the organization.

This focus should ~~revolve around people and the beliefs and values of the Quality Network~~, recognizing that the total involvement of people in all that we do is essential to job security and the success of both the UAW and the ~~Corporation~~ Company.

In accordance with this focus, the parties recognize that all joint activities will continue to encompass a philosophy that emphasizes joint relationships built on mutual trust, cooperation and respect.


Therefore, the parties agree that all processes directed at developing our human resources will be jointly developed, implemented, monitored and evaluated.

The parties further recognize the need for organizational strategies that focus on large systems change and the integration of all people involvement efforts. Joint resources will be provided to support this objective.

The National Joint Skill Development and Training Committee composed of representatives of the International Union and the Company Corporation will have responsibility for:

- Promoting and initiating processes, projects, and training that enhances the development of our human resources;
- Making Human Resource Development Training available for UAW International Representatives and local union and management representatives who initiate joint processes;

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES:  



- Sponsoring joint training conferences for those individuals responsible for coordinating/consulting Human Resource Development activities;
- Convening joint ~~Company Corporate~~, Group, Divisional and UAW Regional Human Resource Development leadership conferences;
- Providing information to local parties on the availability of resources including consulting and training;
- Assuring that joint Union and Management groups at the local level receive consultative support and assistance as requested;
- Assuring that consultative resources are established and maintained at the UAW-GM Center for Human Resources;
- Publishing Human Resource Development guidelines and materials;
- Approving and monitoring the use of non UAW-GM consultants.

The Local Joint Activities Committee will be responsible for local Human Resource Development processes, setting goals and policy direction consistent with guidelines established by the National Joint Skill Development and Training Committee and will jointly guide, maintain and evaluate the process.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives on the 2nd day of November, ~~2015~~ 1996.

**INTERNATIONAL  
UNION, UAW**

**GENERAL MOTORS  
LLC CORPORATION**

Cynthia Estrada Gal  
Rapsen  
Mike Grimes Bill Apple  
Kris Owen Richard J.  
Monezka

Catherine L. Clegg Gerald  
A. Knechtel  
D. Scott Sandefur  
Frederick R. Curd, Jr.  
Anita R. Johnson Larry E.  
Knox

Patti BieberHenderson  
Slaughter  
L. E. Bunch

Byron Carter Thomas H.  
Parkhill

[Sec Memo-Joint Skill Development]  
[See Doc. 43,46,106,110]

## MEMORANDUM OF UNDERSTANDING JOINT ACTIVITIES

During current negotiations, the parties discussed the challenges in the marketplace from both foreign and domestic competitors. There is mutual recognition that these challenges require a fundamental change to maximize the potential of our human resources. This change can occur only by building on our current joint efforts and by fostering a spirit of cooperation and mutual dedication that will permit the full development of the skills of our people and meaningful involvement in the decision-making process. Success in these endeavors benefits all of the parties: The UAW through a strong and viable membership; the employees through job satisfaction and job security; and the Company through achieving its goal of becoming a world class competitor.

The parties agree that in order to make constructive progress in this regard, there is a need to reach a common understanding of the concept of "jointness" and to establish a facilitating mechanism to assure that the various programs related to changes in the work environment are appropriately and effectively administered.

The term "jointness" is understood to mean that concepts for these activities be jointly developed, implemented, monitored, and evaluated. Furthermore, decisions must be arrived at in a setting which is characterized by the parties working together in an atmosphere of trust; making mutual decisions at all levels which respect the concerns and interests of the parties involved; sharing responsibility for the problem solving process; and sharing the rewards of achieving common goals.

The parties agree that the appropriate facilitating mechanism for joint endeavors is the Executive Board-Joint Activities (Executive Board).

### I. EXECUTIVE BOARD-JOINT ACTIVITIES

It is agreed the Co-Directors of the Executive Board will be the Vice President, GMNA Labor Relations, and the Vice President and Director of the GM Department of the UAW. Each will appoint an

DATE INITIALED: **OCT 25 2015**

INITIALED BY PARTIES: 

equal number of persons as members of the Executive Board.

The Executive Board will actively direct and support the National Joint Skill Development and Training Committee, the National Joint Committee on Health and Safety, the National Committee on Attendance, the National Work/Family Program Committee, the Tuition Assistance Program, Paid Educational Leave, and other national joint committees and activities as may be mutually agreed to by the Union and the Company.

The duties and responsibilities of the Executive Board will include, but not be limited to, the following:

- A. Setting policies and providing guidelines;
- B. Allocating funds for projects and activities;
- C. Monitoring expenditures for approved projects and activities;
- D. Coordinating the efforts of the National Committees referred above;
- E. Evaluating and auditing the ongoing performance and results of these committees;
- F. Review and approve proposals for National meetings, conferences, and workshops;
- G. Integrate Joint Activities with Company structures and business decisions;
- H. Keeping UAW leadership and Company management informed of joint Union-Management activities and the progress of the national committees in achieving their objectives, including convening regular joint meetings at the Group, Division, and Staff level to promote the coordination, delivery and implementation of effective human resource development programs and processes throughout the plants as well as to share appropriate business and joint activity information.

The Vice President, GMNA Labor Relations, and the Vice President and Director of the GM Department of the UAW will appoint an equal number

of representatives from their organizations to serve on Joint National Committees. Additional persons external to either party may also be appointed with the mutual approval of the Co-Directors.

## **II. LOCAL JOINT ACTIVITIES COMMITTEE**

During current negotiations, the parties discussed the need to focus the responsibility for all local joint activities on those individuals who have primary responsibility for their success and to enhance their effectiveness through improved information sharing, priority and goal setting, resource allocation and the elimination of duplication.

Accordingly, the parties agree that the appropriate local facilitating mechanism for all local joint activities is the Local Joint Activities Committee consisting of the President of the Local Union, Shop Committee Chairperson and members of the Shop Committee, Plant Manager, Personnel Director, and UAW and GM Joint Activity Representative(s) as appropriate. The Local Joint Activities Committee is responsible for actively supporting and directing the Local Joint Skill Development and Training Program and Local Human Resource Development Process, and provides coordination among all other local joint activities such as Health and Safety, Work/Family, ~~Quality Network~~, GMS, ADAPT, etc. The UAW Regional Director and/or their representatives should be fully involved regarding joint activities including actions of the Local Joint Activities Committee.

The duties and responsibilities of the Local Joint Activities Committee include the following:

- A. Provide structure for integrating all joint efforts.
- B. Set local policies/guidelines to enhance each joint activity.
- C. Integrate joint activities with business operations through a joint planning process.
- D. Allocate and monitor local joint funds and other resources in accordance with this

memorandum and national guidelines in support of all joint activities.

E. ~~Ensure~~Insure UAW Joint Training Representative(s) are involved in the preparation of training budgets/plans, including launch related activities, directed at UAW represented GM employees.

F. ~~Ensure~~Assure that a comprehensive annual training needs analysis is conducted based upon plant business plan information.

G. Approve and implement annual steady state and launch training plans directed at UAW represented GM employees.

H. Provide the necessary resources to conduct training identified in the approved plan.

I. Monitor and evaluate the performance and results of joint activities and provide positive recognition and/or corrective direction as required.

J. Regularly exchange information on plant operations and communicate appropriate information to all employees.

K. Keep UAW/Company leadership including the Executive Board - Joint Activities informed of the status and progress of joint activities.

L. Establish and maintain the Training and Development Steering committee to provide oversight and direction for the implementation and ongoing support for the Training and Development Planning process.

The Training and Development Steering Committee will implement and support the Training and Development Planning (TDP) process as the common process for the development and execution of annual training plans. The Steering Committee will ensure that the training plan reflects priorities identified through the business ~~planning~~ deployment process and a comprehensive needs analysis. Regular Steering Committee meetings must take place to review performance to plan and identify countermeasures when necessary. The TDP process provides a foundation for the development of launch training plans that focus attention on launch critical training events and the

Steering Committee is responsible to review resource requirements for such events.

The Company will provide a web-based training plan administration system based on jointly agreed upon functionality for the development and tracking of training plans. The annual summary reports from the jointly agreed upon training plan administration system will serve as the reporting mechanism to the UAW-GM Center for Human Resources (CHR). A jointly approved training plan and a year-end summary of performance to planned training activities must be submitted to the CHR by January 31 of each year by the Joint Activities Representative(s).

The Union will be fully involved in all phases of training including analysis and development that is directed at UAW-represented employees. When such employees will be impacted by training and manual specifications for equipment and manufacturing systems, Union input with respect to development and delivery of training will be obtained by either Management's Group/Division or plant training personnel prior to GM signing off on the specifications.

In situations where mutual agreement regarding joint activities cannot be reached locally, either party may appeal the issue to the National Joint Skill Development and Training Committee for resolution.

### **III. FUNDING**

#### **A. NATIONAL FUNDS**

The Company will reimburse CHR expenses as they are incurred ("pay as you go") for the administration of programs, projects, and joint activities services that are approved through the annual budgeting process by the Joint Activities Executive Board.

#### **B. LOCAL FUNDS**

Local Funds will be allocated out of National Funds noted above at the rate of \$0.2 million dollars per month. Each UAW facility will be allocated a portion of the



Local Funds based upon active population on January 1<sup>st</sup> of each year.

**C. FUNDING UNDER 2011 NATIONAL AGREEMENT~~2009 ADDENDUM~~**

It is agreed that uncommitted Local Funding balances accrued under the 2011 National Agreement~~2009 Addendum~~ as of September 14, 2011-2015 will be carried forward under the new National Agreement. Subsequent to September 14, 2011-2015 a final reconciliation and balancing of accounts, expenditures and commitments as of September 14, 2011-2015 will occur. Thereafter, the remaining funds will be available for the parties.

**D. AGREEMENT EXPIRATION**

In the event the parties should agree to discontinue, in whole or in part, this Memorandum prior to the expiration date of the new National Agreement, or upon expiration, the parties shall meet to discuss any problems arising out of the termination. After reconciliation of claims, commitments, and accruals through the expiration date of the new National Agreement, remaining NATIONAL and LOCAL FUNDS shall be disposed of in such manner as the parties shall agree consistent with the objectives of this Memorandum.

**IV. APPROVAL PROCESS**

**A. NATIONAL FUNDS**

Requests for authorization to expend NATIONAL FUNDS must be approved in advance by the National Joint Skill Development and Training Committee and the Executive Board-Joint Activities.

**B. LOCAL FUNDS**

Requests for authorization to expend LOCAL FUNDS must be jointly approved

by the local parties. In addition, certain requests, specified in the UAW-GM Center for Human Resources Funding Guidelines, must receive prior approval from the National Joint Skill Development and Training Committee. Any approval for the use of Local Joint Training Funds is contingent upon submission of a jointly approved comprehensive local training plan. In situations where mutual agreement regarding fund approval cannot be reached locally, either party may appeal the issue to the National Joint Skill Development and Training Committee for resolution. When the local parties authorize funds for Human Resource Development endeavors, the proposal must be forwarded to the National Joint Skill Development and Training Committee for review and monitoring in accordance with its guidelines.

## **V. FUNDS UTILIZATION**

The NATIONAL and LOCAL FUNDS may only be used for joint endeavors in furtherance of this Memorandum of Understanding, or in support of those Joint National Committees specified in Paragraph I above. Definitive guidelines will be jointly reviewed and communicated subsequent to ratification. The parties are specifically empowered to review and evaluate this Memorandum and the guidelines and make mutually satisfactory adjustments and modifications during the term of this Agreement. Program content and details of this Memorandum of Understanding may be viewed through the Joint Activities System (JAS).

Following are illustrative examples of appropriate uses of the various funds.

### **EXAMPLES OF APPROPRIATE FUNDS UTILIZATION**

#### **A. NATIONAL FUNDS**

- National efforts to assist laid-off workers

- Area efforts to assist laid-off workers
- Local efforts to assist laid-off workers
- Specific projects dealing with active workers
- Tuition Assistance Program
- National Office
- Joint National Studies
- Joint National Pilot programs
- Joint National Training efforts
- Joint National Agreement administration

## **B. LOCAL FUNDS**

- Training efforts of active employees in job related skills, basic education enhancement, interpersonal skills and Human Resource Development.
- Specific studies, pilots, activities, etc. agreed to by the National Parties.

## **EXAMPLES OF INAPPROPRIATE FUNDS UTILIZATION**

It is understood that FUNDS at any level may not be utilized for contractually specified training such as apprentice training nor for funding of time off the job of designated or elected UAW representatives routinely functioning in administration of the contract. In addition, FUNDS should not be used to train employees who will be required to service newly introduced technology. However, subsequent general training of other tradespersons on this equipment to broaden their skills is appropriate. Further, FUNDS should not be used for the training of tradespersons to implement a newly negotiated change in classifications, however, the use of FUNDS to freshen or update generally the skills of tradespersons is appropriate.

It is understood that nothing in this Memorandum limits the rights of either party to provide

education and training programs on the same, similar or other subjects.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives on this 14<sup>th</sup> day of September, 2011.

**International Union,  
UAW**

**General Motors  
Company**

Cynthia Estrada Joe  
Ashton

Cathy Clegg

Mike Grimes Garry  
Bernath

Scott Sandefur Rex  
Blackwell

Kris Owen Jeff Pietrzyk

Anita R. Johnson

Patti Bieber Campbell

Jeff McGuire

Byron Carter Larry  
Emerling

[See Memo-Overtime]  
[See Doc. 43,46,103,106,108,109,110]

## **MEMORANDUM OF UNDERSTANDING JOINT SKILL DEVELOPMENT AND TRAINING**

General Motors and the UAW reaffirm the need to continue and expand the Joint Skill Development and Training Program. Furthermore, the parties pledge to continue providing the resources necessary to assure that all employees receive training and development opportunities in order to produce a highly motivated, capable workforce that continually improves its own, and the Company's ability to succeed in an increasingly competitive industry. The Union will be fully involved in all phases of training including analysis and development that is directed at UAW-represented employees.

### **I. NATIONAL JOINT SKILL DEVELOPMENT AND TRAINING COMMITTEE**

This National Committee will promote and direct the development and implementation of skill development and training activities, including technical training for active and dislocated employees. GM and the UAW strongly encourage all employees to avail themselves of these activities.

Training and job placement efforts for dislocated workers will be focused on finding comparable employment as soon as possible. In cases involving employees facing indefinite layoff where recall or future GM placement is unlikely, the parties agreed that efforts will include pre-layoff meetings. Guidelines and services for dislocated workers will be developed and approved by the Executive Board-Joint Activities.

In order to insure that Training activities improve the performance of the enterprise and provide participants with enhanced job security, it is essential that Joint Skill Development and Training activities be integrated with the company structures and business decisions. Therefore, the National Parties agree that the National Joint Skill Development and Training Committee will establish and maintain close communication with Company, Group and Divisional staffs and training functions to assure that the parties at all levels contribute to the development of effective joint training and development initiatives and utilize the resources and facilities of the UAW-GM CHR to

DATE INITIALED: **SEP 01 2015**

INITIALED BY PARTIES: 

disseminate effective training and development practices. The parties at all levels should utilize the resources and facilities of the UAW-GM Center for Human Resources in developing and implementing joint training efforts. The joint parties agree to continue to update the current Joint Skill Development and Training Department course curriculum.

The duties and responsibilities of the National Committee will include the following:

- Meet at least quarterly at jointly agreed upon times and places.
- Make available training resources to capacitate the Local Joint Activities Committees and additional local training personnel.
- A review of roles and responsibilities of Doc. 46 Human Resource Development Representatives (HRDs), Joint Training Representatives (JTRs) and Joint Activities Representatives (JARs) in order to provide training to ensure the effectiveness of these joint activities.
- Conduct annual joint programs representatives' training needs analysis and schedule required training.
- Identify Skill Development and Training needs for active employees in the areas of basic education, job-related and interpersonal skills.
- Design promotional materials and activities to encourage the expansion of joint Union-Management efforts in our society.
- Sponsor appropriate activities to provide a forum for national experts from labor, academia, business and government to convene and deliberate upon the future of Human Resource Development.
- Authorize studies, demonstration projects and research activities on topics of mutual interest and importance.
- Monitor and evaluate National and Local Joint Skill Development and Training Activities and

provide status reports to the Executive Board - Joint Activities.

- Develop and rollout a comprehensive program for use at plants in their efforts to conduct training needs analysis, task analysis, training plans and maintain training records.
- Review and update the Training and Development Planning Process as needed.
- Conduct process reviews to monitor key elements of the Local Training and Development Planning Process.
- Joint Activities, Human Resource Development and Joint Training Representatives Workshops, training meetings and conferences may be scheduled during the term of the Agreement as determined by the Vice President and Director of the UAW-GM Department and the Vice President, Labor Relations.

## II. OTHER JOINT ACTIVITIES

In addition to its previously described duties, the National Joint Skill Development and Training Committee will support other joint National Committees by:

1. Coordinating requests to the Executive Board for funding of joint activities, studies, pilot programs, training, etc.
2. Providing professional and staff support for joint program development, implementation and administration;
3. Providing facilities as required for joint program development, implementation and administration;
4. Providing appropriate communication vehicles or information sharing processes for joint activities;
5. Providing mechanisms, facilities and staff to monitor, audit, and evaluate joint activities; and



6. Coordinating joint efforts, projects, and the various national committees on behalf of the Executive Board-Joint Activities.

### III. RESPONSIBILITIES/LOCAL JOINT ACTIVITIES COMMITTEE

The Local Joint Activities Committee, as described in the Memorandum of Understanding - Joint Activities, will be responsible for the Local Joint Skill Development and Training Program. Additionally, the Local Joint Activities Committees will identify resources to assure that a comprehensive annual training needs analysis is conducted based on plant business plan information. Locally approved training identified in the needs analysis and the necessary resources to conduct such training should be integrated, measured, and reported into the business planning deployment process. Also, the Local Joint Activities Committee will assure that training programs are readily available which enable employees to improve upon and upgrade their basic education, job, and interpersonal skills.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives on the 14<sup>th</sup> day of September, 2011, 2015.

**International Union, UAW**

**General Motors LLC**

Cynthia Estrada Joe Ashton

Cathy Clegg

Mike Grimes Garry Bernath

Rex Blackwell Scott Sandefur

Kris Owen Jeff Pietrzyk

Jeff McGuire Anita R. Johnson

Patti Bieber Campbell

Larry Emerling Byron Carter

[See Memo-Human Resource Development]

[See Doc. 46]

**DELETE**

**MEMORANDUM OF UNDERSTANDING  
UAW-GM ENTRY LEVEL WAGE & BENEFIT AGREEMENT**

In accordance with and as part of the UAW-GM National Agreement between International Union, UAW (hereinafter referred to as UAW) and General Motors LLC (hereinafter referred to as GM), the UAW and GM agree as follows regarding wage and benefit levels and other matters applicable to certain employees hired after the effective date of the 2007 UAW-GM National Agreement. Except as otherwise specified in this Memorandum, employees hired after the effective date of this Memorandum will be covered in all respects by the UAW-GM 2011 National Agreement.

Notwithstanding the foregoing, or anything else to the contrary, Article 2 of this Memorandum applies to all UAW-represented GM facilities covered by the 2011 UAW-GM National Agreement.

**Article 1**

**Applicability**

The terms of this Memorandum apply to all entry level employees at all GM facilities covered by the UAW-GM National Agreement. All production employees hired during the remaining term of the 2007 UAW-GM National Agreement and through the term of the 2011 UAW-GM National Agreement will be classified as "entry level employees." No limit will be placed on the number of entry level employees that may be hired prior to September 14, 2015. Upon expiration of the 2011 UAW-GM National Agreement, the parties will mutually agree to a hiring limit based on the entry level percentage as of September 14, 2015. However, the cap can be no more than 25% and no less than 20% of the total UAW-GM hourly population. Should the number of entry level employees exceed the mutually agreed upon percentage above, the national parties will determine a process for the orderly transition of the appropriate number of entry level employees to non-entry level status.

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MEY ER

## Seniority and Transfers

Employees hired under this Memorandum will be eligible to transfer within the classifications covered by this Memorandum in accordance with applicable National or Local Agreement provisions, and may apply and be transferred, if qualified, to the skilled trades, apprentice or EIT classifications. Notwithstanding any such transfer, these employees will continue to be covered by this Memorandum.

## Wages and Classification Groupings

There are two (2) production wage rates and corresponding classification groupings. Group placement of specific operations will be determined by the National Parties. Disputes over the placement of any remaining classifications into these classification groupings that are not resolved by the local parties will be referred to the National Parties.

Employees covered by this Memorandum will receive the following rates of pay:

	Group B	Group C
Production Rates -	\$19.28	\$18.28
Starting Rates -	\$15.78	\$14.78

### 1. Wages

#### a. Production Employee Rates

Group B	Years of Service At Ratification:		
	1 or less	>1 to 2	2 or more
At Ratification	\$15.78	\$16.66	\$17.53
As of Sept 15, 2012	\$17.53	\$18.41	\$18.41
As of Sept 15, 2013	\$19.28	\$19.28	\$19.28
Production Rate	\$19.28	\$19.28	\$19.28

Group C	Years of Service At Ratification:		
	1 or less	>1 to 2	2 or more
At Ratification	\$14.78	\$15.66	\$16.53
As of Sept 15, 2012	\$16.53	\$17.41	\$17.41
As of Sept 15, 2013	\$18.28	\$18.28	\$18.28
Production Rate	\$18.28	\$18.28	\$18.28

For all production employees hired after the Effective Date of this Memorandum, new hire rates and wage progression to full production rates shall be established as follows:

Future Entry Level Employees		
	Group B	Group C
New Hire	\$15.78	\$14.78
After 12 Months	\$16.66	\$15.66
After 24 Months	\$17.53	\$16.53
After 36 Months	\$18.41	\$17.41
After 48 Months	\$19.28	\$18.28
Production Rate	\$19.28	\$18.28

#### b. Skilled Trades Employee Rates

The wage rates for skilled trades employees provided in the UAW-GM National Agreement will continue to cover skilled trades employees, including journeypersons hired after the Effective Date, new apprentices hired directly into an apprentice classification after the Effective Date, and production employees hired under this Memorandum who are subsequently promoted to a journeypersons classification, transferred to JIT status, or indentured as an apprentice.

#### Vacation Entitlement

The maximum annual vacation entitlement for employees covered by this Memorandum shall be 160 hours.

#### Memorandum of Joint Activities and Legal Services

The funding provisions of Section III, subsections A and B of the Memorandum of Understanding – Joint Activities and Item 19 (Contract Settlement Agreement) of the UAW-GM National Agreement will continue to be applicable for entry level employees covered by this

Memorandum. Such employees will be covered by the Training Program, Health & Safety Program, Quality Network Program, the Tuition Assistance Program for Active Workers (excluding personal enhancement courses), specific Work/Family Programs, i.e. the Diversity Program, Employee Assistance Program, Critical Incident Intervention Program, and the Workplace Violence Initiatives Program. These programs, services and related activities will continue to be jointly administered, developed and implemented.

Document 129 – Retiree Tuition Assistance Plan, Document 130 – UAW-GM Scholarship Program for Dependent Children, Pre-and Post-Retirement programs, the National Paid Educational Leave Program, Child and Elder Care referral services, the Homework Hotline, and any subsidy for any child care center usage will not be provided for employees covered by this Memorandum.

Such programs or services will be offered if the parties are able to develop a process for making such programs or services available to employees covered by this Memorandum on a space-available basis without cost.

#### **Document 38 – Orientation Program**

The National New Hire Orientation Program developed by the Center for Human Resources will be modified to incorporate a thorough understanding of the industry's need to transform to meet the challenges of the marketplace. The program will include the role of the parties in preserving jobs while still maintaining the core values historically provided in the parties' bargaining agreements.

#### **Benefit Plans**

Except as set forth in this Memorandum or Attachment B, employees covered by this Memorandum will be covered by the benefit plans set forth in the UAW-GM National Agreement.

### **Article 2**

#### **Scope**

Except as specifically provided in this Memorandum, all provisions of the 2007 UAW-GM National Agreement, Agreements and understandings and local agreements existing as of the Effective Date shall apply to employees covered by this Memorandum.

Any future changes to the UAW-GM National Agreement, Agreements or understandings will apply to employees covered by this Memorandum only by express agreement between the National Parties.

### **Compliance - Dispute Resolution**

Disputes, local and national, involving the application or interpretation of this Memorandum, including but not limited to the commitments set forth in Article 1 above, will be reviewed by a Joint Committee consisting of three (3) members appointed by the UAW Vice President and Director of the General Motors Department and three (3) members appointed by the Vice President, Labor Relations, General Motors Company.

The Joint Committee shall meet at least quarterly. GM and the UAW shall advise the Joint Committee at each meeting of any issues surrounding the administration and implementation of this Memorandum. GM will provide information as necessary on any issues raised for discussion or resolution. The parties commit to the thorough investigation of and the prompt resolution of all issues discussed relative to this Memorandum.

The Joint Committee will have full authority to settle all matters that are properly before it, recognizing that disputes governed by appeal procedures of the respective Benefit Plans, and other issues consistent with applicable law, may be outside the scope of the Committee's authority. If the Joint Committee is unable to resolve a matter properly before it, the matter will be referred directly to arbitration, using the arbitration provisions, including the restrictions on the powers of the Umpire, contained in the UAW-GM National Agreement. Such matters will immediately move to the top of the arbitration docket.

## **Attachment B**

### **Benefit Plans Agreement**

This Attachment B supersedes the Entry Level Attachment B as set forth in the 2007 Collective Bargaining Agreement. In general, the terms of the 2011 Supplemental Agreements covering the Benefit Plans between the UAW and GM are the same for Entry Level employees as they are for Traditional employees except as noted below. Benefits described herein reflect the general structure agreed upon by the parties. Each Benefit Supplemental Agreement will be comprehensively amended to incorporate these differences.

#### **SECTION I: HEALTH CARE PROGRAM**

Health Care coverages for Entry Level employees will be identical to the coverages provided to Traditional employees in the General Motors Health Care Program for Hourly Employees (the "Program") except for the following:

1. Entry Level employees become eligible for health care coverages reflected in Appendices A and B (Medical Plan) as provided in Article III, Section 2(a)(1) of the Program.
2. Entry Level employees become eligible for coverage reflected in Appendix C (Dental Plan) and for annual eye exams reflected in Appendix D (Vision Plan), on the first day of the month next following the month in which the Entry Level employee is actively at work (or on disability leave) after acquiring three (3) years of seniority. Entry Level employees may obtain eyeglass frames and lenses at discount through Vision network providers.
3. Entry Level employees will become eligible for full coverage as reflected in Appendix D (the Vision Plan) on the first day of the month next following the month in which the Entry Level employee is actively at work (or on disability leave) after acquiring five (5) years of seniority.
4. Entry Level employees will have their Medical Plan enrollment limited to the TCN option, modified to include the cost-sharing requirements shown in the table below:



Annual Deductible	
In-Network	
Single	\$300
Family	\$600
Out-of-Network	
Single	\$1,200
Family	\$2,100
Co-Insurance	
In-Network	10%
Out-Of-Network	35%
Out-Of-Pocket Maximum	
In-Network	
Single	\$1,000
Family	\$2,000
Out-of-Network	
Single	No Limit
Family	No Limit
Prescription Drugs (Retail and Mail Order)	
Generic	\$7.50/script
Brand	\$15.00/script

5. Article II. 4(c)(7) and Article II. 4(c)(8) regarding the Urgent Care Center co-payment and the Emergency Room co-payment will not apply.
6. The opportunity for survivors to continue coverage, or for Entry Level employees to continue coverage post-employment or for periods not in active service, will be limited to self-pay continuation that may be available under federal law.

## **SECTION II: FLEXIBLE SPENDING ACCOUNT HEALTH REIMBURSEMENT PLAN**

- During the life of this Memorandum, the Company will provide annual credits to Health Care Spending Accounts for Entry Level employees in the manner set forth in the Flexible Spending Account Health Reimbursement Plan, Exhibit L.

## **SECTION III: PENSIONS**

Except as specifically modified herein, all benefits shall be governed by the provisions of the Personal Retirement Plan.

### **A. PERSONAL RETIREMENT PLAN (PRP):**

- The Supplemental Agreement covering The GM Personal Retirement Plan for Hourly-Rate Employees in the United States (PRP), Exhibit K to the 2011 UAW-GM National Agreement provides Pension benefits for Entry Level employees hired prior to the effective date of the agreement.
- Entry Level employees subsequently transferred to a traditional job will remain in the Personal Retirement Plan.

**B. FREEZING AND TERMINATION OF THE PERSONAL RETIREMENT PLAN (PRP) AND TRANSFER OF PRP ACCOUNT BALANCES—**

- Effective January 2, 2012, the PRP will be frozen such that on and after that date there shall be no additional accruals of Pay Credits. Participants shall continue to earn Interest Credits on their accounts thereafter until the PRP is terminated.
- The PRP will be terminated effective June 30, 2012, or as soon thereafter as is reasonably practicable. Upon the termination of the PRP, each participant will be given the option to either receive a single lump sum distribution or an annuity, or to roll over their account balance to the GM Personal Savings Plan.

**SECTION IV: PERSONAL SAVINGS PLAN (PSP)**

Except as specifically modified herein, all benefits shall be governed by the provisions of the Personal Savings Plan (PSP).

**A. GM RETIREMENT CONTRIBUTIONS**

- For Entry Level employees hired prior to the contract effective date, the Company will contribute an amount equal to 6.4% of the employee's eligible weekly earnings (straight time pay up to 40 hours per week) to the Personal Savings Plan on and after the effective date of the agreement.
- For Entry Level employees and all skilled trades new hires hired on or after the effective date of the agreement, the Company will contribute an amount equal to 4% of the employee's eligible weekly earnings (straight time pay up to 40 hours per week) to the Personal Savings Plan.

- Three years vesting service for retirement contributions and related earnings.
- Contributions will not be available for participant loans and withdrawals until separation from GM.

**B. PERSONAL RETIREMENT PLAN  
ROLLOVER OPTIONS TO THE PSP**

- The PSP will accept the rollover of the accrued benefit balances, if elected, under the General Motors Personal Retirement Plan for Hourly-Rate Employees in the United States as reflected in Section III, B.
- Account balances rolled over will have the same distribution options as were available under the Personal Retirement Plan.

**C. \$1.00 PER COMPENSATED HOUR  
CONTRIBUTION**

Entry Level employees will receive a Company contribution equal to \$1.00 per compensated hour (straight time hours up to 40 hours per week).

**SECTION V: LIFE AND DISABILITY BENEFITS  
PROGRAM**

**A. LIFE INSURANCE BENEFITS**

Eligibility

- Entry Level employees shall be eligible for Basic Life Insurance and Extra Accident Insurance on the first day of employment with the Company.
- Basic Life Insurance
  - For active Entry Level employees, the Company shall provide Basic Life Insurance coverage in the amount of \$45,000.
- Extra Accident Insurance
  - The Company will provide Extra Accident Insurance in the amount of \$22,500.
- Continuation of Company Provided Life Insurance Post Employment for Entry Level employees
  - An insured Entry Level employee with 10 or more years of seniority and at least age 55 at the time of separation from employment with the Company, will be eligible for continuation of Basic Life

Insurance coverage in the amount of \$15,000 and Extra Accident Insurance coverage in the amount of \$7,500.

**B. WORK RELATED DEATH BENEFIT:**

The work related death benefit coverage will be based on the amount of Extra Accident Insurance then in force for Entry Level employees of \$22,500.

**C. SICKNESS AND ACCIDENT (S&A) BENEFITS:**

- Eligibility:
  - Sickness and Accident Benefits and Extended Disability Benefits coverage for Entry Level employees under the Life and Disability Benefits Program will apply on the day after the employee acquires one year of seniority.
- Duration:
  - 1 year seniority but less than 3 years seniority – 26 weeks.
  - 3 or more years seniority – 52 weeks.

**D. EXTENDED DISABILITY BENEFITS (EDB):**

- Duration:
  - 1 year seniority but less than 3 years seniority – 13 weeks.
  - 3 years seniority but less than 5 years – 26 weeks
  - 5 years seniority but less than 10 years – time for time
  - 10 or more years seniority – maximum 10 years or age 65 whichever comes first
  - At the end of the month in which the maximum EDB amount is payable, the employee's coverage for health care will cease. Life insurance post employment rules will apply.

**SECTION VI: SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLAN (SUB)**

- Based on 2011 Plan provisions.

**SECTION VII: PROFIT SHARING PLAN**

- Based on 2011 Plan provisions.

**SECTION VIII: DEPENDENT CARE REIMBURSEMENT PLAN**

- Based on 2011 Plan provisions.

#### **SECTION IX: LEGAL SERVICES PLAN**

- This plan is eliminated for all current and future Entry Level employees as of December 31, 2013. Any cases received by December 31, 2013, will be processed. Upon completion of the cases received by December 31, 2013, the Plan will be terminated.

**NEW**

**MEMORANDUM OF UNDERSTANDING  
UAW-GM WAGE & BENEFIT AGREEMENT  
FOR EMPLOYEES IN-PROGRESSION**

In accordance with and as part of the UAW-GM National Agreement between International Union, UAW (hereinafter referred to as UAW) and General Motors LLC (hereinafter referred to as GM), the UAW and GM agree as follows regarding wage and benefit levels and other matters applicable to certain employees previously covered by the 2007 and 2011 Memorandum of Understanding UAW-GM Entry Level Wage & Benefit Agreement, as well as to those hired into regular, non-temporary positions during the term of the 2015 National Agreement. Except as otherwise specified in this Memorandum, employees hired after the effective date of this Memorandum will be covered in all respects by the UAW-GM 2015 National Agreement.

Notwithstanding the foregoing, or anything else to the contrary, Article 2 of this Memorandum applies to all UAW-represented GM facilities covered by the 2015 UAW-GM National Agreement.

**Article 1**

**Applicability**

The terms of this Memorandum apply to all In-Progression employees at all GM facilities covered by the UAW-GM National Agreement.

**Seniority and Transfers**

Employees covered by this Memorandum will be eligible to transfer within the classifications defined in this Memorandum in accordance with applicable National or Local Agreement provisions, and may apply and be transferred, if qualified, to the skilled trades or apprentice classifications. Notwithstanding any such transfer, these employees will continue to be covered by this Memorandum.

## Wages and Classification Groupings

There are four (4) production wage rates and corresponding classification groupings, one in each of the Company's functional divisions, i.e., Assembly, Powertrain, Stamping, and Customer Care and Aftersales (CCA). Employees covered by this Memorandum will receive the following rates of pay:

### Base Hourly Wage Rate

Maximum Rate:      Assembly: \$29.94  
                              Powertrain: \$29.84  
                              Stamping: \$29.83  
                              CCA: \$29.76

Starting Rate:        \$17.00

1. Regular, non-temporary production employees covered under this Memorandum of Understanding who were hired prior to the effective date of the 2015 National Agreement will receive base wage increases in accordance with the following schedule:

Years of Seniority On the Effective Date	Effective Date	April 4, 2016	Sept. 19, 2016	Sept. 18, 2017	Sept. 17, 2018	Sept. 16, 2019	Sept. 21, 2020	Sept. 28, 2021	Sept. 19, 2022 Maximum Rate by Division*
Less than 1	\$17.00	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	*
1 < 2	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	*	*
2 < 3	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	*	*	*
3 < 4	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	*	*	*	*
4 < 5	\$22.50	\$24.00	\$26.00	\$28.00	*	*	*	*	*
5 < 6	\$24.00	\$26.00	\$28.00	*	*	*	*	*	*
6 < 7	\$26.00	\$28.00	*	*	*	*	*	*	*
7 < 8	\$28.00	*	*	*	*	*	*	*	*

\*Maximum Production Rate by Division Prior to September 18, 2017: Assembly \$29.07, Powertrain \$28.97, Stamping \$28.96, CCA \$28.89;  
 On or After September 18, 2017: Assembly \$29.94, Powertrain \$29.84, Stamping \$29.83, CCA \$29.76.

- a. Employees who reach the maximum production rate effective September 18, 2017, will be eligible for the Performance Bonus Payment provided in Paragraph 101 in 2018.

2. For all regular, non-temporary production employees hired after the Effective Date of this Memorandum, new hire rates and wage progression rates shall be established as follows:



- a. In Assembly, Powertrain, and Stamping Facilities:

**Base Wage Rate**

At Hire:	\$17.00
After 12 Months:	\$18.00
After 24 Months:	\$19.50
After 36 Months:	\$21.00
After 48 Months:	\$22.50
After 60 Months:	\$24.00
After 72 Months:	\$26.00
After 84 Months:	\$28.00

- b. In CCA Facilities:

**Base Wage Rate**

At Hire:	\$17.00
After 12 Months:	\$18.00
After 24 Months:	\$19.00
After 36 Months:	\$20.00
After 48 Months:	\$21.00
After 60 Months:	\$22.00
After 72 Months:	\$23.00
After 84 Months:	\$24.00
After 96 Months:	\$25.00

3. Transfer of Seniority Employee

When an employee is transferred in Accordance with Appendix A, they shall receive a wage rate at their new functional division which places them in the same relative wage rate progression they held in their prior functional division.

4. Skilled Trades Employee Rates

The wage rates for skilled trades employees provided in the UAW-GM National Agreement will continue to cover skilled trades employees, including journeypersons hired after the Effective Date, new apprentices hired directly into an apprentice classification after the Effective Date, and production employees hired under this Memorandum who are subsequently promoted to a journeypersons classification, transferred to JIT status, or indentured as an apprentice.

**Vacation Entitlement**

The maximum annual vacation entitlement for employees covered by this Memorandum shall be 160 hours.

**Memorandum of Joint Activities and Orientation Program**

Except as otherwise specified in this Memorandum, employees covered by this Memorandum will be covered by the programs, services and related activities jointly administered by the UAW-GM Center for Human Resources.

**Benefit Plans**

In-Progression employees covered by this Memorandum will be covered by the In-Progression provisions of the benefit plans as set forth in each of the Benefit Supplemental Agreements, except for the UAW-GM Hourly-Rate Employees Pension Plan, Exhibit A.

## **Article 2**

### **Scope**

Except as specifically provided in this Memorandum, all provisions of the 2015 UAW-GM National Agreement, Agreements and understandings and local agreements existing as of the Effective Date shall apply to employees covered by this Memorandum.

Any future changes to the UAW-GM National Agreement, Agreements or understandings will apply to employees covered by this Memorandum only by express agreement between the National Parties.

### **Compliance - Dispute Resolution**

Disputes, local and national, involving the application or interpretation of this Memorandum, including but not limited to the commitments set forth in Article 1 above, will be reviewed by a Joint Committee consisting of three (3) members appointed by the UAW Vice President and Director of the General Motors Department and three (3) members appointed by the Vice President, Labor Relations, General Motors LLC.

The Joint Committee shall meet at least quarterly. GM and the UAW shall advise the Joint Committee at each meeting of any issues surrounding the administration and implementation of this Memorandum. GM will provide information as necessary on any issues raised for discussion or resolution. The parties commit to the thorough investigation of and the prompt resolution of all issues discussed relative to this Memorandum.

The Joint Committee will have full authority to settle all matters that are properly before it, recognizing that disputes governed by appeal procedures of the respective Benefit Plans, and other issues consistent with applicable law, may be outside the scope of the Committee's authority. If the Joint Committee is unable to resolve a matter properly before it, the matter will be referred directly to arbitration, using the arbitration provisions, including the restrictions on the powers of the Umpire, contained in the UAW-GM National Agreement. Such matters will immediately move to the top of the arbitration docket.

NEW

NOT TO BE PUBLISHED

**MEMORANDUM OF UNDERSTANDING  
RE: STATEMENT ON U.S. INVESTMENT**

During the term of the previous Agreement, GM consistently demonstrated its willingness to invest in its UAW represented facilities.

In the past nine months, GM made announcements totaling \$6.4B and secured nearly 16,000 jobs. These announcements are shown below:

- Announced April 2015 (2,115 jobs secured, \$783M investment)
  - Lansing Delta Township – Awarded future vehicle programs
  - Pontiac Stamping – Tryout press
  - Warren PPO – Site upgrades
- Announced May 2015 (6,850 jobs secured, \$1.99B investment)
  - Fairfax – Site improvements for Next Generation Malibu production
  - Lansing Grand River – Site improvements for Next Generation Camaro production
  - Bowling Green – New paint shop
  - Fort Wayne – Site improvements including new paint shop
- Announced June 2015 (600 jobs secured, \$364M investment)
  - Orion – Awarded new vehicle program
  - Grand Rapids – Awarded future vehicle component manufacture
- Announced July 2015 (3200 jobs secured, \$1.4B investment)
  - Arlington - Site improvements including new paint shop
- Announced August 2015 (3,200 jobs secured, \$877M investment)
  - Flint Assembly - Site improvements including new body shop

Based on the expectation of stable demand, the ability to continue producing profitably and the full execution

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: 

of GMS, the Company has, in addition to the previously announced investments, identified potential total investment opportunities of \$1.9B which are targeted opportunities for the following locations and which would potentially secure a total of more than 3,300 created and retained jobs. The Company assured the Union it will continue to seek and evaluate competitive opportunities for Orion.

- Bay City – Powertrain components - 133 jobs
- Bedford – Powertrain and structural components – 192 jobs
- Bowling Green – Engine build program – 36 jobs
- Defiance – Powertrain components – 315 jobs
- Flint Engine – Engine build program – 489 jobs
- GMCH Grand Rapids – Powertrain components – 45 jobs
- GMCH Lockport – Powertrain Cooling components – 182 jobs
- GMCH Rochester – Powertrain components – 20 jobs
- Saginaw Metal Casting Operations – Driveline components – 84 jobs
- Spring Hill – Engine build program, added stamping capacity, plant improvements – 699 jobs
- Toledo – Transmission build module – 421 jobs
- Tonawanda – Engine build program – 702 jobs

These investment opportunities clearly demonstrate GM's ongoing commitment to our customers, the UAW, and our employees. The parties understand that the expected conditions upon which these opportunities are based can change, potentially affecting the product and/or manpower discussed. If any changes are anticipated, the parties will discuss the situation in advance.

International Union,  
UAW:

General Motors LLC:

Cynthia Estrada  
Mike Grimes

Catherine Clegg  
Scott Sandefur

**ATTACHMENT "A" TO THE  
MEMORANDUM OF UNDERSTANDING  
HEALTH AND SAFETY**

**I. INTRODUCTION**

The UAW and General Motors have for many years been proud leaders in adopting and effectuating policies designed to resolve employee health and safety problems and to promote a more healthful and safe work environment. To this end, the UAW and General Motors have entered into the following Memorandum of Understanding which embodies the spirit of the concern shared by the UAW and General Motors for the health and safety of employees. The parties recognize that the UAW and General Motors leadership have demonstrated a visible commitment to protecting employees from work place hazards that resulted in a significant reduction in injuries and illnesses. The Plant Safety Review Boards (PSRB), which consist of the joint local leadership and the Local Joint Health and Safety Committee (LJHSC) at each location have received leadership training in health and safety. This jointly developed course, entitled UAW-GM Health & Safety Leadership Training, covered roles and responsibilities and resulted in the establishment of a leadership driven safety process. This training was subsequently extended to other members of plant leadership including supervisors and committeepersons. The parties are committed to jointly work toward a safer workplace through the joint involvement of all employees, and have developed general awareness training for hourly employees that included an overview of the health and safety leadership process and associated responsibilities.

The Company and the UAW have worked jointly in an innovative manner to identify and correct potential hazards. The process used to correct potential hazards is the "Hierarchy of Controls", which describes the process of consideration of higher level controls such as elimination or engineering before administrative procedures or personal protective equipment.

The Company shall continue to recognize its obligation to provide a safe and healthful working environment for employees during working hours. The

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DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MEY DA

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Union will cooperate with the Company's efforts to fulfill its obligations. To implement and coordinate these principles, a National Joint Health and Safety Committee (NJC) and Local Joint Health and Safety Committees have been formed, trained and empowered to function dealing with a broad range of the subject matter. Included in this Attachment "A" to the Memorandum of Understanding is a Divisional Safety Review Board process designed to enhance Health and Safety awareness and compliance across General Motors operating divisions, and a Plant Safety Review Board (PSRB) process designed to review the unit's health and safety performance and monitor the implementation of its health and safety programs. The parties continue to recognize their roles and responsibilities, for assuring that all General Motors employees have safe and healthy work environments. The function of the NJC and the LJHSC should be technically constructive and problem resolution oriented.

In keeping with the purpose and intent of this Memorandum of Understanding and other related health and safety documents contained herein, the Union reaffirmed its commitment to communicate to its members the need to utilize the internal processes available to resolve health and safety matters.

The parties recognize that a joint commitment must be directed toward achieving a safe and healthy workplace. Therefore, it shall be the responsibility of the NJC, as the mechanism, to guide in an appropriate direction.

The parties have resolved the health and safety issues raised during these negotiations as follows:



## **II. CORRECTIVE COUNSELING**

General Motors recognizes the responsibility of management to provide appropriate training, leadership, counseling and corrective action as necessary to eliminate unsafe practices or conditions from the workplace. Management and the LJHSC shall provide appropriate technical resources, safe practice instructions, support training and counseling. Unsafe practices or conditions that are observed normally require prompt action. Management so notified and/or observing such unsafe practices or conditions should take appropriate action promptly and document such action. The LJHSC will assist in counseling employees regarding audiometric testing, blood lead, pulmonary function testing, etc. Action taken to improve safety performance of employees should be documented and copies retained by the LJHSC on a permanent basis.

## **III. REVIEW BOARDS**

The parties are committed to the continuous improvement of employee health and safety. The joint process developed between the parties has positively impacted this commitment. In order to place further emphasis on the implementation of the joint process and to enhance communication and resolution of health and safety issues throughout the respective divisions/platforms, each operating organization will implement a Divisional Safety Review Board (DSRB).

Each DSRB will consist of a Manufacturing Manager, a designated UAW administrative individual assigned to UAW-GM CHR Health and Safety, as Co-chairpersons, and appropriate support personnel (or other similar arrangement approved by the NJC). Included within each DSRB, a representative of Real Estate and Facilities (RE&F) will be available to address and respond to key issues. Also, the GM Global Manufacturing Engineering organization involved with Ergonomics and Design-In activities will conduct a similar Review Board process to summarize current ergonomics status including a review of GM Ergonomics Machinery and Equipment Guidelines and modifications resulting from the Company's periodic revision of this document. Each DSRB shall meet on a regular basis and consider appropriate health and safety

matters within the respective division. Additionally, if an urgent issue arises, either Co-chairperson may contact the other to review and resolve the immediate concern. To further enhance joint efforts to achieve a healthy and injury-free workplace, the parties agree to establish Plant Safety Review Boards (PSRB). The PSRB will be co-chaired by the Plant Manager and Shop Chairperson and the membership shall consist of the Local Shop Committee and members of the Plant Manager's staff. The PSRB will meet monthly to review the unit's health and safety performance and monitor implementation of its health and safety programs. The LJHSC will attend all PSRB meetings. In addition, the Divisional Safety Review Board and the PSRB may request the NJC to consider projects, studies, training, and other such matters that pertain to employee health and safety. Also, the NJC may seek advice from and may consider for implementation the health and safety needs expressed by the Divisional Safety Review Board and the PSRB, including for example, special funding requests, projects, studies, training and other employee health and safety matters.

The parties are committed to preventing fatalities and serious injuries. In furtherance of this interest, a Special Review Board meeting will be convened at such time as appropriate upon the request of the NJC. The purpose of the Special Review Board will be to recommend improvements in safety and health practices. The primary tool to accomplish this objective will be a complete safety hazard analysis of the job or operation at issue. This analysis will be conducted by a joint team from UAW-GM CHR Health and Safety, especially trained in analytical techniques. An action plan will be developed by the Special Review Board for the Group or Division involved. Senior Operating Management will assess the implementation and progress of the action plan after an appropriate lapse of time as established by the Special Review Board.

The Special Review Board will consist of members of the NJC, UAW-GM Department Servicing Representatives, the Local Chairperson, the Plant Manager and the Manufacturing Manager for the affected unit. The LJHSC, and/or other officials or resources, as deemed appropriate by the NJC, may be invited to attend as observers. The Special Review Board will meet at a site designated by the NJC. The NJC will provide technical support for the Special

Review Board's efforts. The Special Review Board will normally convene one week after notification by the NJC, and issue its recommendations within two weeks after concluding its review.

#### **IV. FINAL REPORT**

A video report may be prepared at the request of the Special Review Board. The purpose of the report is to convey factual information and recommendations. The presiding Manufacturing Manager on the Special Review Board will be responsible for arranging to have the interim written and/or video report presented to the next scheduled GM Executive Committee. A final report will be released to the plants following the review.

Any video produced as a result of the request by the Special Review Board will be reviewed and approved by the Special Review Board before release to the UAW-GM Leadership or the plants. All such information, video, etc., shall remain the property of General Motors and will not be released without General Motors' expressed written permission.

#### **V. VIDEO FILMING AND REPORTS**

A video camera will be provided for use by the LJHSC. The operation or job site may be videotaped, without comment, for informational purposes. This equipment will be operated under the direction of the LJHSC. Any video made of a job or operation will not be copied or released except under the direction of the Special Review Board. A confidential copy edited to remove proprietary and/or other restricted information will be provided to the GM Department of the International Union upon request.

#### **VI. JOINT RESEARCH AND OCCUPATIONAL HEALTH ADVISORY BOARDS**

The NJC is responsible for evaluating the need for research based on its necessity, practicability and recognized benefits. The results of research conducted within General Motors facilities will only be used for purposes specifically authorized by the NJC.

The joint parties agreed to consider future health and safety related research activities, when necessary, by establishing ad hoc advisory boards for each agreed upon specific research activity, as approved by the Executive Board – Joint Activities. These study-specific advisory boards will be established for the limited purpose of evaluating and overseeing their approved study and will disband at the end of their research project.

Such boards will consist of consulting specialists in the field of occupational health and safety research who will be selected based on joint approval by the NJC co-chairs. Advisory board members will be jointly selected based on specific abilities to oversee and evaluate aspects of the proposed research activity and will function as independent peer reviewers for the duration of the specific research activity. The size of each advisory board will be jointly determined by the NJC based on the scope and complexity of the research activity, but shall not exceed a maximum of five (5) consulting specialists per advisory board. These consultants will be responsible directly to the NJC and assist and advise on matters stipulated by the NJC. The number of consultants and the terms of their retention will be determined by the NJC. These consultants will evaluate the merits of the proposal and will oversee research activity for the duration of the study.

The NJC will make recommendations for research and requests for funding of specific projects to the Executive Board - Joint Activities. Such recommendations will include details as to facilities, length of project, funding, etc. Upon their agreement and approval, the Executive Board - Joint Activities will allocate and monitor the expenditure of funds. Current and future research commitments and activities will be provided from joint health and safety funds.

The NJC will set research priorities. The parties recognize that research projects may include injury/illness prevention studies and those that may result in limiting employee exposure to potential health and safety hazards. Examples of studies include, but are not limited to ergonomic assessments and interventions, air quality evaluations and health impacts, and tasks that skilled trades employees perform that may expose them to potential health and safety hazards.

The NJC will institute, review and, as necessary, revise operating procedures and guidelines for its research program and consultants to improve the research process, and enhance communication pertaining to sponsored research. Included in the guidelines will be core criteria to assess proposed research in terms of its potential impact on worker health and safety, the established need for such study, its practicability, as well as the recognized benefits and probability of success. Where warranted, and based on confirmed results of sponsored studies, the NJC will devise an action plan and make appropriate recommendations to the Company.

In an effort to utilize joint research funds more effectively, the NJC will also investigate opportunities for jointly sponsored health and safety research with the UAW-Ford National Joint Committee on Health and Safety and the UAW-Chrysler National Joint Committee on Health and Safety.

## **VII. ERGONOMICS**

### **Ergonomics**

General Motors and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America recognize that Ergonomically-related MusculoSkeletal Disorders (EMSDs) are occupational illnesses present in the automobile industry.

The parties also recognize that the control of EMSDs is a complex issue often requiring the application of a number of different control methods and technologies that may differ from operation to operation. These include an ergonomically appropriate design, along with feasible engineering and administrative controls that materially reduce or eliminate job related EMSD stressors, employee and supervisory training and education, early recognition of the problem, early and proper medical diagnosis, treatment and care.

General Motors will continue to administer an Ergonomics Program at UAW represented locations utilizing guidelines established between General Motors and the International Union, UAW. General

Motors recognizes the accomplishments of the joint ergonomics process and realizes the need for continued efforts to further reduce work-related EMSDs. General Motors is committed to progressively pursue improving and enhancing the current process with the UAW. The purpose of the program is to deal cooperatively and constructively with the problem of EMSDs in the workplace.

General Motors re-committed to fixing jobs that are identified as presenting a corresponding and documented risk of employee injury. The parties recognize that effective corrective action for jobs which present a documented risk of injury, require the timely use of sound judgment in combination with training, experience, and the following:

- Analysis results from the risk factor checklist and secondary analysis tools (when utilized)
- Injury/illness history of both the job and the worker
- The history and future plans of the job

Additionally during these negotiations, the parties agreed to utilize the NIOSH 1991 Lifting Equation as a tool (as referenced in the Excerpts From The Minutes of Health and Safety Committee – Ergonomics Analysis Tools).

Also, seats, chairs and mats can be considered appropriate solutions to control specific ergonomic risk factors. The Company agrees to leave such devices in place when they are provided in accordance with the guidelines in the UAW-GM Ergonomics Risk Factor Checklist.

#### **UAW Industrial Hygiene Technician - Joint Ergonomics Technician**

The Plant Safety Review Board (PSRB) has the responsibility for supervising and supporting both the Industrial Hygiene and Joint Ergonomics Programs. In plants with 750 or more employees, the parties will establish one full time UAW Industrial Hygiene Technician - Joint Ergonomics Technician (IHT-JET) position. All such IHT-JETs will be appointed by the Vice President and Director of the GM Department, UAW. In addition, plants with 2,000 or more employees will supplement the IHT-JET with a second

full-time UAW IHT-JET. In plants with less than 750 employees, the PSRB will identify the resources to be trained to perform the responsibilities of the IHT-JET, as needed, and to administer the Industrial Hygiene and Ergonomics Programs. PSRBs in plants with 4,000 or more employees can petition the NJC for an additional UAW IHT-JET based on the level of activity required to meet the needs of the Industrial Hygiene and Ergonomics Programs in the plant. Plants with 750 or more employees that do not experience enough industrial hygiene or ergonomic activity to sustain the level of resources agreed upon can also petition the NJC for a variance. Any petition must be based on the level of sustained activity required to meet the requirements of the Industrial Hygiene and Ergonomic Programs for that plant.

In addition, the IHT-JET at any location can request additional interim resources when the industrial hygiene and ergonomic needs of the plant exceed what the IHT-JET can be reasonably expected to accomplish in a timely fashion. Such requests will be reviewed and approved by the PSRB. The local parties may refer unresolved issues or concerns to the NJC.

The NJC has established selection criteria for the IHT-JETs. IHT-JETs will be selected from the local workforce and appointed to the position by the Vice President and Director of the General Motors Department of the International Union.

### **Joint Ergonomics Technician Team Process**

The Joint Ergonomics Technician Team will be comprised of the IHT-JET and a management counterpart. The Joint Ergonomics Technician Team will coordinate their efforts with the LJHSC, and resources from appropriate groups; e.g., GM Health Services, Engineering, Skilled Trades, and Production, will be made available to support the Joint Ergonomics Technician Team. The Joint Ergonomics Technician Team will report monthly at each PSRB and LJHSC meeting and keep minutes specific to ergonomics. The PSRB will ensure that the Joint Ergonomics Technician Team is involved in appropriate local plant rearrangement activities. Additionally, the PSRB will address significant problems or roadblocks encountered by the Joint Ergonomics Technician Team. Ergonomics reports will be provided upon request to



the LJHSC, the PSRB, and the NJC. The status of the ergonomics process for each facility will be reviewed at the Divisional Safety Review Board meeting with assistance from the Ergonomic Managers. Discussions concerning significant problems or roadblocks will take place at these meetings.

The parties agreed to use the jointly developed process for the use of outside consultants in situations where in-house efforts concerning reduction of job EMSDs are not successful. The consultant's reports will be made available to both the Joint Ergonomics Technician Team and the co-chairs of the NJC.

Based on the results of the job analysis program, each facility shall implement feasible measures to control EMSD risk factors. The Joint Ergonomics Technician Team, in conjunction with input from the workers, engineering, supervision, skilled trades and others, as appropriate, will make recommendations for corrective actions in accordance with the current ergonomics process. Once it is determined through the agreed upon ergonomics process that a job requires correction, recommendations for corrective action will be developed using the results of the jointly agreed upon analysis tools. GM Ergonomics Machinery and Equipment Guidelines may be referenced for information regarding areas for potential improvement. These guidelines will undergo revisions as deemed appropriate by the Company with input from the UAW. A good-faith effort will be made to accomplish correction of identified EMSD hazards at a particular job or work station within six (6) months, after the Joint Ergonomics Technician Team determines that corrective action is required. The parties acknowledge that there may be times when it may take longer than six (6) months to make the proper correction, and those reasons need to be documented. The corrective action will include any combination of the following:

Engineering controls such as design, selection, location and orientation of tools, parts and equipment will be used.

Administrative controls (e.g., job enlargement, job rotation, and appropriate job assignment) will be used in the following manner: as interim abatement measures pending engineering changes, when engineering changes are determined to be insufficient to significantly reduce the EMSD

stressors, and in those instances when an administrative control is the most effective fix among the possible choices for corrective actions.

The PSRB will monitor the corrective actions being implemented and any unresolved issues or concerns can be referred to the NJC.

General Motors will inform and instruct affected employees on the controls implemented at their work station and how they are to be used.

The facility will maintain documentation of modification activity, including the job or work station identified for modification, number of employees affected, the nature of modification, the projected completion date, the actual completion date and, where available, the cost of the modification when completed.

Plants and facilities will include "ergonomics" in their planning process and this information will be available to the Joint Ergonomics Technician Team.

General Motors recognizes the importance of identifying and addressing ergonomic issues early in the development process and values the importance of receiving input from plant ergonomic personnel. Input from the Joint Ergonomic Technician Team on site specific ergonomic issues and practices will be provided to the design process at the earliest appropriate planning/design stage. This will include new technology, new products and new processes.

The EDP 21 process that was sanctioned by the NJC will continue to be updated and refined by a joint committee consisting of UAW International Representatives and GM Ergonomics Managers. EDP-21 defines the involvement of the Joint Ergonomics Technician Team at the appropriate stage, early in the design process. This team will continue to jointly review Company Ergonomics design guidelines associated with the EDP-21. It is understood that final design decisions are the responsibility of the Company.

The Quick Response Process (QRP) will continue to be conducted to facilitate early identification of potential ergonomics problems according to guidelines established between General Motors and the International Union, UAW. To facilitate the QRP, employees will be encouraged by all levels of plant

floor supervision, Joint Ergonomics Technician Teams and the GM Health Services Staff, to report early signs and symptoms of EMSDs to the facility's GM Health Services. The Ergonomics Evaluation Process, as referenced in the implementation guidelines, will be applied to all jobs meeting any of the following criteria: ergonomics-related occupational medical visit, ergonomics-related Workers' Compensation and work-related sickness and accident data, or referral to the Joint Ergonomics Technician Team. A list of jobs in the process will be maintained relative to the above inputs. Job analysis will be conducted using the UAW-GM Ergonomics Risk Factor Checklist (RFC), as a first level screening. A good-faith effort will be made to conduct the Ergonomics Evaluation Process within two (2) months of when a job is identified by the above noted criteria. Job analysis and redesign will include input from employees whose jobs are affected. All jobs where controls are implemented and/or corrective actions are completed must be re-analyzed to confirm sufficient reduction of risk factors.

The UAW-GM Ergonomics Implementation Guidelines shall provide that jobs with a corresponding Medically Initiated - Quick Response Process (MI-QRP) will be analyzed with a Risk Factor Checklist (RFC) and, where warranted by the RFC, the appropriate 2<sup>nd</sup> level ergonomics analysis tool. Additionally, the QRP flowchart will be modified to include the above change, and all related training and instruction materials.

The parties also agreed that an electronic RFC will be made available for plant use.

The supervisor will provide a QRP form to employees upon request and will encourage them, during their safety talks, to utilize the process. Completed forms will be forwarded to the Joint Ergonomics Technician Team.

In order to identify elements of skilled trades jobs that require necessary ergonomic interventions, the UAW-GM Center for Human Resources, under the guidance of the NJC, has developed the Skilled Trades Interview Form to effectively and efficiently analyze skilled trades jobs. Each facility will analyze all skilled trades job classifications using the NJC approved methodology. The Skilled Trades Interview Form will

be used when additional information is required and not contained in the QRP and/or RFC.

The joint parties will provide appropriate training for the Joint Ergonomics Technician Team as well as other resources responsible for conducting the ergonomics process at each facility. ~~This training may include~~ The Practical Ergonomic Training (PET) will be revised. ~~with the~~ The parties agree understanding that any person receiving PET may conduct a first level job analysis using the UAW-GM Ergonomics RFC. Jointly selected GM ergonomics design guidelines will be included in training for Joint Ergonomics Technician Teams.

The UAW-GM Ergonomics Awareness Education and Training Program will continue to be provided for newly hired employees as well as employees returning to work from an extended leave, who have not received awareness education and training previously.

All newly hired and transferred employees will be informed on the proper use of the tools and equipment required to be used in the performance of their assigned duties.

General Motors shall annually review with employees the application of ergonomic principles to the prevention of EMSD on their jobs during regular safety talks.

The parties agree to continue to maintain a Medical Management Program for the early detection, evaluation, and treatment of EMSDs at all UAW-GM facilities. The Medical Management Program will provide for common medical practice guidelines for patient evaluation and treatment, follow-up, workplace walk-throughs, and restricted work placement.

General Motors agrees to continue implementation of an EMSD Education and Training Program for medical physicians (including contract personnel) that render medical services related to EMSD. The introduction in this training includes the effect of poor job design, identifying problem jobs, and potential solutions based on ergonomic stressors. This training also includes medical instruction and early recognition, evaluation, treatment, and prevention of EMSDs. All medical personnel (including contract personnel) will receive EMSD education and training prior to rendering

medical services related to EMSD. The Corporate Medical Director and staff will ensure that appropriate EMSD training has been provided and their training plans for GM Health Services Staff will be reviewed with the International Union, UAW on an annual basis.

General Motors shall authorize GM Health Services personnel to attend education and training conferences that address EMSDs, including but not necessarily limited to regional conferences, teleconferences, and Company conferences. Where practical, conference proceedings will be videotaped and made available to medical personnel who do not attend the conference.

General Motors will audit a random sample of medical records, Workers Compensation reports, and work-related sickness and accident data to verify the OSHA 300 log is correct.

The Corporate Medical Director and staff are responsible for the quality, implementation, and compliance by local GM Health Services with the GM Health Services Management Program, as it applies to ergonomics. This program will be jointly reviewed periodically for continuous improvement and elimination of unnecessary complexity.

The NJC will monitor implementation of this process and consider changes for continuous improvement.

## **VIII. HEALTH AND SAFETY TRAINING**

UAW-GM CHR Health and Safety will continue to develop training programs to enhance employee skills and abilities to perform their jobs in a safe manner. The NJC will be responsible for identifying employee job-related health and safety education and training needs which are mandated by the government or would be applicable across UAW-GM sites.

The joint parties agree to assess the need for computers, software, and hardware to support joint health and safety training requirements, and to make recommendations to the Joint Activities Executive Board for approval and purchase for all UAW-GM represented sites.

It is recognized by the NJC that the LJHSC should be involved in identification of what health and safety training is needed and appropriate for their particular location, including monthly safety talks.

A local training needs analysis will be conducted at each location. Based on this analysis, a comprehensive training plan consistent with NJC requirements and local plant initiatives will be developed, and the necessary resources will be identified as part of the business planning process to provide such training. The Plan will specify target audiences, recommendations for completion dates, class size, and methods of delivery. The Plan will be reviewed by the PSRB, their Divisional Safety Review Board, and the NJC, to ensure consistency with requirements. The LJHSC shall be responsible for monitoring the progress of their local training plan.

The NJC through UAW-GM CHR Health and Safety will continue to provide training resources for use by the plants. The NJC will be responsible for determining the need to update training materials and necessary equipment on an on-going basis. In addition, materials to be used in the observance of Workers' Memorial Day will be provided for review with all employees per the NJC guidelines. The NJC will direct and oversee the development and administration of required training courses, including those developed by outside contractors and/or GM Learning. These courses will be deployed only after NJC approval. The NJC, with input from the Divisional and Plant Safety Review Boards, will establish the appropriate selection criteria for plant health and safety trainers. Trainers selected will receive necessary instruction in conducting the specific training. Hourly plant trainers will be selected by the Local Union.

Alternate Health & Safety Representatives shall be offered and highly encouraged to attend the UAW-GM Health & Safety program courses offered at their site. Where the local Key 4 determines that an Alternate Health & Safety Representative would be better served by receiving a specified training course at the UAW-GM CHR, the Alternate Health & Safety Representative will be provided the opportunity to attend the specified training course at the UAW-GM CHR.

The parties agree that final development of the Train-the-Trainer (T-3) Laser Safety Awareness Training course will be expedited and the T-3 course will be held at the UAW-GM Center for Human Resources to ensure that UAW plant trainers can effectively deliver this course to appropriate plant personnel. A joint team will develop and schedule T-3 Laser Safety Awareness training within 30 days following ratification of this agreement. Progress toward plan completion will be monitored by the NJC.

Required health and safety training will be introduced to plants by top Union Leadership and Company Management. The NJC will monitor and evaluate training programs and make periodic reports to the UAW-GM Center for Human Resources Executive Board. The NJC encourages the participation of International and Regional Servicing Representatives and members of management in Health and Safety Training Programs developed by UAW-GM CHR Health and Safety.

**IX. SAFETY TRAINING FOR  
CHAIRPERSONS OF SHOP  
COMMITTEES WITHOUT DESIGNATED  
HEALTH AND SAFETY  
REPRESENTATIVE**

The Chairpersons of Shop Committees in locations which do not have a designated Health and Safety Representative, may upon request of the National General Motors Department of the International Union, attend training or instruction programs provided by the Company in Section II, Item C of the Memorandum of Understanding - Health and Safety.

In addition, the Company advises that employees who wish to enroll in courses of instruction relating to industrial health and safety at approved educational institutions will be eligible to apply for tuition refund for such courses subject to the terms and conditions of the UAW-GM Tuition Assistance Plan.

**X. LOCKOUT – ENERGY CONTROL  
POLICY**

**Lockout**



During the current negotiations the UAW and General Motors discussed their mutual concern regarding fatalities and serious injuries to employees, including operators, performing repair, service and maintenance activities on machinery and equipment. The parties agreed that the Lockout - Energy Control program must be universally implemented and enforced throughout the Company. In order to be effective, the parties reaffirmed that the elimination of the potential for injury from hazardous energy is critical to worker safety.

It is the policy of General Motors and endorsed by the UAW that:

Lockout is required where employees may be exposed to hazardous energy which could cause injury. Exposure means that the employee is in a position to be injured by released energy.

Where an employee is exposed to potential injury from expected machine energy/motion, the exposure must be eliminated. If the exposure cannot be eliminated, the machine will be locked out.

Each location will maintain an effective Lockout-Energy Control program which will apply to all employees, based on implementation guidelines which have been published by UAW-GM CHR Health and Safety.

#### **Monitored Power Systems (MPS) / Safety Control Systems (SCS)**

The UAW and General Motors recognize the importance of designing processes and equipment with effective health and safety controls. Therefore, the parties agreed to integrate MPS / SCS into the existing Lockout/Energy Control procedures as described in Global Design for Health and Safety (G-DHS) specifications. The fundamental process begins with performing an initial Task Based Risk Assessment (TaBRA) / g-Risk Assessment on any process where MPS / SCS may be appropriately used.

The use of these systems, when integrated into the existing Lockout/Energy Control procedures, can further reduce or eliminate the risk of exposure to employees. However, it is understood by the parties

that Lockout must still be performed whenever the exposure cannot be controlled or eliminated as determined by the TaBRA / g-Risk process and as identified on the MPS / SCS Placard. Any changes in the MPS / SCS or other Lock-Out processes must be approved by the Local Joint Health and Safety Committee and communicated to all affected employees, including skilled trades, to ensure compliance, prior to implementation.

### **Lockout and MPS / SCS Placards**

The Company will utilize a common tool (g-Plac) at all plants to generate a common lockout placard for new machines and equipment. The tool will also be used to update existing placards into the common placard template whenever machinery and/or equipment is modified.

All plants will also be required to conduct an annual review of MPS / SCS and lockout placards. The review is to be conducted to ensure that the placards are still representative of the procedure required to lockout the equipment and that all lockout points are appropriately identified. Records of this annual review will be tracked by the PSRB to ensure appropriate compliance.

## **XI. BUS PLUG-IN UNITS**

During these negotiations, the parties discussed the practice of installing and removing busway plug-in units into and from energized electrical busway systems. The parties agree that, whenever possible, the practice of installation or removal of busway plug-in units will be performed with the busway de-energized. This practice supports the agreed upon policy that all bus plug-in units shall be installed and/or removed with the bus duct in an electrically safe work condition.

Further, it is recognized that events or conditions may arise that make it infeasible or present a greater hazard to de-energize the busway before insertion or removal of a plug-in unit. In such cases, the parties agree to follow the guidelines set forth in the GM Standard for Electrical Safe Work Practices (Section 6 - Planning Electrical Work and Section 11 - Bus plug-in units and busway).

## **XII. REFUSAL OF HAZARDOUS WORK**

A worker, who has a reasonable belief that their work assignment may result in serious physical injury, including illness, should immediately discuss the safety aspects of the work assignment with their supervisor. Failing resolution, the issue may be discussed with the District Committeeperson.

Should technical consultation be requested by the supervisor or committeeperson, the LJHSC will be notified to respond before further action is taken. In line with the Memorandum of Understanding on Health and Safety, upon joint recommendation, the machine or operation will be taken out of service to perform any and all corrective action.

Failing resolution of the matter, it may be taken up in accordance with the Memorandum of Understanding on Health and Safety, Section IV, Complaint Procedure.

## **XIII. IMPROVEMENT OF MEDICAL AND INDUSTRIAL HYGIENE SERVICES**

The Company reserves the right to select and hire appropriate consultants for health and safety services. The Union will be informed in advance and be provided an account based on specific legitimate requests regarding qualifications of the consultant(s) engaged by the Company to provide services. The Union may recommend consultants for Management's consideration. Included in such recommendation should be an account of the qualifications of the consultants recommended by the Union.

The LJHSC will be informed regarding the engagement of consultants to provide industrial hygiene and safety services. Qualifications of such consultants will be provided upon request. Reports prepared by such consultants will be provided to the LJHSC, who will provide a copy to the local Industrial Hygiene Technician – Joint Ergonomic Technician (IHT-JET) and the co-chairs of the NJC. In addition, the Company will provide a list of consultants under Company contract for industrial hygiene services to the NJC and update the list when changes are made.

Management in conjunction with the LJHSC will assess the need and where required, a facility will develop and implement an air sampling plan. Such plans should be reviewed and implemented on an appropriately scheduled basis. Guidance in the preparation of such plans will be provided by the NJC. Based upon the air sampling plan, an hourly employee selected by the Vice President and Director of the General Motors Department of the International Union (IHT-JET), working under the technical supervision of a GM Industrial Hygienist, may assist in the collection of air samples. Job function key elements of the IHT-JET will be established by the NJC, and the appointee will demonstrate competency by successfully completing required training, determined by the NJC. Reports of industrial hygiene and noise measurement surveys will be provided to the LJHSC who will provide it to the co-chairs of the NJC, if appropriate.

The parties remain committed to the need for exposure measurements, including assessments of intermittent exposures in maintenance and service activities.

The parties agree to survey locations to ensure that each location has their basic Industrial Hygiene Program Tool Kit. The IH Subcommittee of the NJC will review the surveys and jointly determine from the results, which equipment may be needed to complete their basic Industrial Hygiene Program Tool Kit. Further, the IH Subcommittee of the NJC will also continue to investigate the needs for any additional equipment that a location may need based on the survey results.

#### **XIV. ENVIRONMENTAL CONTROL**

Environmental information and reports, which are required to be reported to various governmental regulatory agencies, will be made available to the NJC on a regular basis. For example, this information may include the local Toxic Release Inventory compiled to comply with the Superfund Amendments and Re-authorization Act, copies of environmental permits and compliance monitoring data. General Motors will notify the LJHSC of significant environmental remediation projects, and spills or releases that are subject to government reporting requirements. The

LJHSC will forward such information to the co-chairs of the NJC.

The co-chairs of the NJC will be invited as guest members of the GM Environmental Issues team for the purpose of providing them with periodic updates on environmental projects and issues that may affect UAW bargaining unit employees.

## **XV. PERIODIC JOINT AUDITS OF PLANTS**

The UAW and General Motors agree that a formal system of performance review is an effective means of obtaining and re-enforcing compliance with established health and safety requirements. The parties, therefore, agree that the NJC will conduct audits to evaluate each facility's health and safety performance. The purpose of the audits is to review the effectiveness of health and safety activities reaching the operations level and being implemented across the workplace. The parties also agree to enhance the current audit process by developing methods to assure the process is consistently applied and delivers measurable results. Additionally, the parties have developed as part of the Divisional Safety Review Board Process a method to address repeat audit findings for identical deficient conditions found on consecutive audits.

The NJC has established five (5) joint review teams to conduct such reviews.

A plant visit itinerary will be established by the NJC which will be scheduled through appropriate channels. The team will meet with the Plant Manager, Shop Committee Chairperson and the LJHSC before beginning the performance review, and have a closing conference upon completion of the on-site review. The finalized report will be prepared and sent to the plant and division within thirty (30) days of the review. Following the finalized report, the LJHSC after review by the Key Four, will reply, addressing issues contained in the report. A joint review of progress to correct deficient conditions will be performed by the designated UAW International Representative and the respective Safety Manager. Additionally, all such review information shall remain the confidential property of General Motors and will not be released without the expressed written permission of General Motors.

The parties agree that through the joint audit process, they will verify that all facilities have an effective emergency notification system and that it is tested to achieve the best possible response time for the emergency involved. On an annual basis, each facility shall perform an appropriate evacuation and take-shelter exercise/validation on each shift when workers are present.

## **XVI. NEW TECHNOLOGY/SPECIFICATIONS**

Discussions were held during these negotiations regarding Health and Safety being designed into new equipment, refurbished equipment and/or new processes. GM and the UAW recognize the advantages of designing processes and equipment with effective health and safety controls. The parties established a joint team from UAW-GM CHR Health and Safety, under the direction of the NJC, to work with the "Design-In Safety" group, established by the Company, to address health and safety concerns early in the development process, specifically during the "Proof of Concept Phase / prototyping" stage (e.g., the point when the initial drawings are completed and the initial physical device is assembled).

The main objective to the "Design-In" effort was to develop common design specifications for application across the Company, in the manufacturing processes, that incorporated health and safety program requirements. The joint team serves as a technical resource to work with the engineering group to assure that UAW-GM health and safety program requirements are incorporated into the common design specifications.

In addition, the parties recognize the importance of the Union's involvement in identifying health and safety issues in the product development and transformation process. As such, it is understood between the parties that Management will notify the NJC during the product development process to review potential health and safety issues that impact bargaining unit employees. The NJC will utilize the joint team described above to review and address these health and safety issues. In this regard, any training concerns will be resolved by the NJC. Outdated systems, equipment or devices in the UAW-GM CHR Health and Safety areas will be replaced to reflect current technologies of UAW-GM plants. To maintain continuous

improvement to support any additional training and instruction of new, specific or enhanced technologies at UAW-GM sites, the joint parties (Health & Safety) will assess these technologies and recommend the expenditure of National Joint Funds to purchase, procure, and install such technologies as jointly agreed.

In an effort to promote improved communications regarding such matters, as early as possible and preferably in the development cycle of the planning in the design process and incorporating lessons learned, as described in Global-Design for Health and Safety Specification (G-DHS), the parties agree to perform Task Based Risk Assessments (TaBRA) / g-Risk Assessments, on new equipment and manufacturing systems, and on existing equipment and manufacturing systems where locally agreed to and approved by the PSRB. A TaBRA / g-Risk will be performed after the detailed designs are completed on new manufacturing equipment and/or processes. A review of anticipated equipment and/or processes with the shop committee, the LJHSC, and the IHT-JET will be held. The LJHSC and, when appropriate, the IHT-JET, may be required to travel to vendors, plants, or other locations to participate in a design review of such equipment or processes as outlined in the G-DHS specification and the Ergonomics Design Process (EDP-21). The Union will have an opportunity to discuss health and safety and ergonomics concerns with Management and make recommendations designed to improve the equipment and/or processes, consistent with the common design specifications where they have been established by the "Design-In" activity in the G-DHS specification and EDP-21. Additionally, TaBRA process/g-Risk Assessment Tool data will be incorporated at several points or gate reviews early in the design process as described in the G-DHS specification. This process allows for jobs to be jointly evaluated to ensure that safety is not compromised when new technologies, or re-organization of tools, equipment, job method or processes are introduced.

Reviews will be made at the appropriate level (i.e. Plant Safety Review Board, Divisional Safety Review Board, and National Joint Committee), for new technology/process awareness and to discuss safety related issues and/or concerns. Representatives from Manufacturing Engineering and Real Estate and Facilities group will periodically meet with the National Joint Committee (NJC) on Health and Safety to review



advancements in technology that may impact the Committee's area of responsibility. In addition, the NJC has established a joint team to identify the risks associated with high hazard jobs, with the intent of developing recommendations for evaluating and controlling them. Recommendations from the team will be submitted to the NJC.

Machinery, equipment or processes will not be released for production without the written approval of the Plant Safety Supervisor. The Plant Safety Supervisor will consult with the IHT-JET during this process. Where required, lockout placards will be posted for all applicable energy sources. The parties discussed and recommitted themselves to continue the implementation of the UAW-GM Lockout Placard Guidelines. These placards will continue to be reviewed during a UAW-GM joint audit and should be reviewed during safety observation tours.

The LJHSC and, when appropriate, the IHT-JET, will consult with operators, skilled trades, engineers, supervisors or related personnel to ensure that required safeguards and ergonomics features provide effective protection and do not interfere with their ability to perform their assigned tasks.

The NJC will continue to oversee the development of communications material regarding the design-in-safety activity for the LJHSC and the EDP-21 for the IHT-JET. This material includes informational material, guidelines, standards, checklists, CD's, and other appropriate material to clearly communicate the common design specifications.

The parties will continue their efforts to integrate health and safety into the development process of the Quality Network, which includes common design specifications, and review of such, into the earliest design cycle of any new equipment, process, or operation at the appropriate level.

## **XVII. CONTROL OF CHEMICAL AND FOUNDRY EXPOSURES**

The Company will continue to update Occupational Exposure Guidelines (OEG's) to assess employee exposure to chemicals in General Motors' facilities, as needed. Guidelines are considered necessary whenever

existing OSHA Permissible Exposure Limits do not sufficiently protect the worker, or when there is no applicable OSHA Permissible Exposure Limit. Guidelines will be based on consensus standards and recommendations in addition to available scientific evidence. General Motors will require plants to use OEG's as the basis for evaluating employee exposures and for taking appropriate corrective or preventive action.

The Company will review Guidelines with the NJC on an annual basis and will discuss proposals for necessary changes. The Company intends to control, through professional industrial hygiene practice and methods, employee exposures to the currently adopted guidelines of the American Conference of Governmental Industrial Hygienists (ACGIH) for Threshold Limit Values (TLV) for Chemical Substances in the work environment. In addition, the Company will bring to the NJC for review and discussion, all cases where OEG's and TLV's are divergent. When changes to the existing list are proposed, the NJC:

- Will review the proposed change differences and its rationale.
- Will review existing air sampling data to determine the prevailing exposure level to the chemical or substance under consideration.
- May make recommendations to the Executive Board -- Joint Activities for research concerning the proposed change.

The Company and Union agree to continue to study the potential health effects of cutting fluids for the purpose of establishing an exposure guideline and to determine the need for additional controls where cutting fluids are used. Where warranted, based on confirmed results of the current NJC -- Ad Hoc Occupational Health Advisory Board(s) studies, the NJC will devise an action plan and make appropriate recommendations to the Company regarding coolant exposures. In this regard, General Motors will establish a plan to be reviewed with the NJC that reduces exposure to coolant aerosol. The plan will include a phased-in approach, as appropriate, across affected plants taking into consideration plant process and/or product changes.

The Joint Parties agree that prior to implementing new chemical technology/processes and changes to

current chemical processes, reviews will continue to be made at the appropriate level (i.e. Plant Safety Review Board, Divisional Safety Review Board, and National Joint Committee), for awareness and discussion of safety related issues and/or concerns.

The LJHSC will review process exhaust ventilation systems at facilities where air is recirculated. Such review will be in accordance with guidelines established by the NJC. Air testing will be performed when requested by the LJHSC. To the extent feasible, these tests will be incorporated in the previously described air sampling plan. Recirculation will not be permitted where employee health and safety cannot be assured.

The UAW-GM Industrial Hygiene Program will be jointly revised to include the following:

1. A process for an assessment of intermittent exposures in skilled trades jobs and non-routine tasks.
2. The identification of appropriate performance checks, conducted at least annually, on local exhaust ventilation systems to assist in the evaluation of employee exposures. Additionally, ventilation systems will be included in the local planned maintenance program (i.e., MAXIMO).

Medical surveillance for respiratory effects of machining fluids will be offered to employees who regularly work in operations with machining fluids. Such medical surveillance will include a standardized respiratory symptoms questionnaire and pulmonary function test. For personnel newly-assigned to such operations, pre and post shift pulmonary function tests will be done at least once during the first year.

The Industrial Hygiene Technician – Joint Ergonomic Technician will receive notice of initial work related medical cases reporting symptoms such as headaches, nausea, skin problems, and respiratory complaints.

Records of laboratory testing and coolant additions will be maintained and made available to the local joint committee for health and safety upon request.

The NJC will establish a medical surveillance program for implementation at General Motors iron foundries. This will include an air sampling plan and chemical controls as related to iron foundry operations.

## **XVIII. ACCESS TO DATA**

Since 1996, the Health Information System (HIS), has provided a common method for recording medical visit information in GM-UAW facilities.

In 2011, GM implemented a new system (Medgate) that integrated medical visit information and industrial hygiene data. This system allows the LJHSC to retrieve and analyze injury/illness data. The system also allows authorized joint representatives to input, retrieve, and analyze air sampling data.

A joint team working under the direction of the NJC developed standardized reports containing information used by the LJHSC in carrying out their responsibilities. The team also ensured that the new system allowed the LJHSC to generate special reports as needed for analyzing injury/illness trends. Existing reports that included OSHA 300 log overrides, continued to be available for access by the LJHSC.

A joint procedure has been established for review of quarterly audit results of injury/illness records with the LJHSC, by GM Health Services (administrative joint letter dated June 10, 1999). This audit includes a review of Worker's Compensation cases.

In order to monitor the effectiveness of the programs, the parties recognize that all work-related injuries and illnesses must be reported to GM Health Services as soon as possible. These injuries/illnesses shall be reported in accordance with procedures developed by the local PSRB. Further, the Company will continue to encourage the reporting of near-miss incidents as agreed in the 1999 Negotiations. The Company does not endorse the use of monetary or other tangible rewards for groups or individuals to discourage the reporting of work-related injuries or illnesses. The parties agreed that positive recognition for developing improved safety processes or accomplishing improved safety performance can be a valuable tool to motivate managers, supervisors, and workers to keep safety as an overriding priority.

The NJC has established a represented employees' mortality registry. The LJHSC may request the mortality experience pertaining to the facility they represent from the NJC. The NJC will access the Company Mortality Registry as it pertains to UAW represented employees for such information.

The Company agrees to continue to provide information pertinent to the joint investigation of health and safety issues. This includes information from existing databases including the Medgate System, Hazardous Materials Control System, the Mortality Registry, Workers Compensation and Sickness & Accident databases. The Mortality Registry will be updated on a regular basis as determined by the NJC (historically every five (5) years). The Company further agrees to keep these databases up to date and to jointly look for ways to enhance the effectiveness of these systems and the information.

#### **XIX. NOISE ABATEMENT/CONTROL PROGRAM**

The joint parties recognize that the Company has had a comprehensive Hearing Conservation and Noise Control Program for the purpose of continuous incremental improvements in noise reduction. In accordance with this program, each plant is required to have a Noise Control Committee. The Noise Control Committee will consist of representatives from Plant Engineering, Operations, Health Services, Industrial Hygiene, Finance, Purchasing, the LJHSC, Industrial Hygiene Technicians – Joint Ergonomic Technicians (where available), and others as deemed appropriate by the PSRB, such as certain skilled trades personnel, and/or other employees. The Noise Control Committee has the responsibility to seek input from plant personnel in identifying noise sources and potential ways to reduce noise levels. The plant Noise Control Committees, under the direction of the Plant Safety Review Boards (PSRBs), will utilize the Hierarchy of Controls to develop plant noise abatement programs in order to reduce noise levels in areas where hearing protection is required.

The Noise Control Committee will:

- Ensure audiometric testing is performed for employees exposed above 85 dBA.
- Perform an annual evaluation of the noise abatement plan and provide recommendation for improvement to the Plant Safety Review Board.
- Ensure reports follow formats specified in GM Occupational Hearing Conservation and Noise Program SL 3.0.
- Ensure new and rebuilt equipment meet the GM Sound Level Specification SL 1.0.
- Identify planned maintenance items related to noise control.

The Company will continue to conduct the annual noise exposure survey and provide findings to the LJHSC and summary noise abatement program findings to the NJC.

The Noise Control Committee will meet regularly, record minutes, and report quarterly to the PSRB regarding progress on the Noise Abatement Plan. The annual evaluation will include:

- Copies of the plant's noise abatement program.
- The number of employees that experienced standard threshold shift.
- The number of employees that are required to wear hearing protection.
- The number of employees at risk of exposure at or above 85 dBA.
- The number of employees at risk of exposure above 90 dBA.

## **XX. PLANNED MAINTENANCE**

The NJC will jointly identify health and safety requirements to be integrated into the Quality Network "Planned Maintenance Action Strategy." These requirements will include both those that are regulated by government agencies and those established in UAW-GM programs. The LJHSC will also review the "Planned Maintenance Action Strategy" to assure local regulations and/or practices currently in effect are included. Safety related information, such as

established safe operating procedures, shall be included in the Planned Maintenance Program (e.g., MAXIMO).

## **XXI. WORKING ALONE**

The parties have discussed the Company's policy regarding the assignment of employees to tasks in isolated locations or confined entry spaces. The Company explained that anytime an employee is assigned to work alone in an isolated area, the Company has instructed Plant Leadership to ensure an appropriate level of personal surveillance. (See jointly agreed to letter from Manufacturing Managers Council dated February 18, 2003.) Additionally, when work assignments involve situations hazardous to an employee, appropriate precautions will be taken in accordance with safe work practices, including air sampling and ventilation when necessary, communications systems, personal surveillance arrangements and, as required, adequate support personnel. When an employee brings to Management's attention a situation where they are reasonably concerned that their safety is jeopardized because they are working alone, Management will provide a copy of an applicable written Safe Operating Practice to the employee detailing precautions to take to perform the task safely. If one has not been developed and reviewed, Management will give the employee job instructions to perform the task safely and within 24 hours make a written request to the LJHSC for the development of a Safe Operating Practice. Safe Operating Practices will be developed by the LJHSC within 5 working days and will be reviewed by the PSRB at the next regularly scheduled meeting. This will not change or restrict any mutually satisfactory local practices.

## **XXII. NO HANDS IN DIES POLICY**

The Company policy has been and continues to be "No Hands in Dies". Implementation of "No Hands in Dies" in the plant requires provision for expendable hand feeding tools, slide feeds, sliding bolsters, automatic or semi-automatic operation, die cutouts or other means and procedures whereby the operators are not required to place their hands into the point of operation. In addition, well disciplined procedures for use of die blocks / slide locks and safety lock-outs for



maintenance and setup personnel are imperative. An intensive orientation program for operating supervisors, and process and facilities engineers may also be advisable.

### **XXIII. PLASTIC INJECTION MOLDING MACHINES**

The parties recognize that hydraulically operated plastic injection molding machines may present hazards, different than mechanical power presses. Plastic injection molding machines will continue to be safeguarded in accordance with OSHA requirements and National Consensus Standards (ANSI). The NJC will continue to explore alternative methods of safeguarding the machines.

### **XXIV. CONTRACTOR SAFETY**

It is the Company's practice to provide outside contractors with Company Health and Safety policies and procedures and relevant site specific UAW-GM Health and Safety work practices. The Company will continue to use the "Construction Safety Process" (CSP) as reviewed with the National Joint Committee that describes procedures for contractor safety and provisions for protecting the UAW-GM employees during contractor work. The contractor's Job Site Safety Plan will be reviewed prior to commencement of on-site work, and work activities will be periodically monitored thereafter for compliance. Additionally, GM requires that construction or maintenance contractors comply with applicable Federal, State, and Municipal Health and Safety regulations as stipulated in the GM/contractor contract.

Where the nature of the construction or maintenance work requires that contractor employees work in proximity to UAW-GM employees and the project and activities are likely to adversely impact the health and safety of UAW-GM employees, GM will require, as a condition of the construction or maintenance contract, the contractor's commitment to abide by UAW-GM plant/site Health and Safety work practices. The Company has also agreed to continue to report contractor incidents, including serious injuries and near misses, to the UAW.

The PSRB will monitor contractor safety activity to insure compliance, and any unresolved issues or concerns can be referred through the safety process to the NJC.

[See Doc. 14, 105]

**MEMORANDUM OF  
UNDERSTANDING -- SPECIAL  
PROCEDURE FOR  
ATTENDANCE**

The Corporation and the International Union agree that the problem of unwarranted absenteeism must be addressed in a cooperative and constructive manner. Both parties recognize that unwarranted absences adversely impact quality, cost and efficiency and in so doing constitute a threat to the job security of all employees.

The parties also recognize that sometimes absenteeism is the result of personal or unforeseen problems in an employee's life and that such problems must be addressed in a reasonable and responsible manner.

Based on the foregoing the parties agree to adopt this Special Procedure for Attendance. This procedure is intended to encourage regular attendance through corrective discussion, use of approved contractual time off, and the availability of the Employee Assistance Program, while at the same time expecting employees to accept responsibility for their own attendance behavior.

**SPECIAL PROCEDURE FOR ATTENDANCE**

1. This procedure will apply to all employees who have acquired seniority pursuant to Paragraph (57) of the National Agreement.
2. This Special Procedure for Attendance is a process in which the reason for an absence is no longer relevant nor required. Recognizing that there are contractually acceptable reasons for missing work, certain absences by their definition are not subject to the Improvement Steps of this procedure.
3. The action taken by Management as a result of the Attendance Improvement Steps of this procedure is subject to the Disciplinary Layoffs and Discharges Section of the National Agreement and the Grievance Procedure Section of the National Agreement as hereinafter defined. Grievances filed in regards to this Special Procedure will be initiated at the Second Step

DATE INITIALED: **SEP 13 2015**

INITIALED BY PARTIES: 

and shall be strictly limited in scope to claims that the procedure was improperly administered. Grievances may be filed following the termination of employment at the 6<sup>th</sup> Step of the Procedure claiming that the instant absence, tardiness or failure to call in was due to documented extraordinary circumstances beyond the employee's control.

4. This procedure is separate and distinct from the plant's standard corrective disciplinary procedures. All instances of employee absence, except the excludable absences as defined in paragraph 5, below, will be addressed through this procedure.

5. Absences excluded from this procedure which will not place the employee into the Attendance Improvement Steps are as follows:

- Informal Leave of Absence – Paragraph (103)
- Formal Leave of Absence – Paragraph (104)
- Formal Leave of Absence – Paragraph (105a)
- Sick Leave of Absence – Paragraph (106) – when receiving Sickness and Accident benefits
- Compensable Leave – Paragraph (108)
- Leave of Absence for Union Activity – Paragraphs (109) & (109a)
- Leave of Absence for Public Office – Paragraphs (110) & (110a)
- Leave of Absence for Military Service – Paragraph (112)
- Educational Leave of Absence – Paragraph (113)
- Leave of Absence – Apprentice Training – Paragraph (113a)
- Absence for Jury Duty – Paragraph (218)
- Absence for Short-Term Active Duty – Paragraph (218a)
- Bereavement – Paragraph (218b)
- Approved Vacation
- Vacation Restricted (VR) – Paragraph (194) – (Up to five (5) instances of absence as defined in Paragraph 8, below)
- Approved FMLA
- Disciplinary Layoff or Suspension
- Absences required to be protected by law

6. Instances of absence subject to this procedure are defined as follows:

- A. One (1) day or two (2) consecutive days of absence will be treated as one (1) absence.
- B. Absences of three (3) or more consecutive days will be treated as two (2) separate absences.
- C. Tardiness of four (4) hours or more, or five (5) hours or more in plants with Alternative Work Schedules.

7. Employees are expected to request time off as far in advance of the absence as possible. When instances occur where an absence or tardiness as defined above could not be planned in advance, employees are required to call in to report their absence or tardiness at least thirty (30) minutes prior to the scheduled starting time of the shift for which they will be absent or tardy unless they can provide a satisfactory reason to Management for such failure to call in. If an employee fails to call in, the absence is considered an instance in this procedure, whether or not it is permitted under this policy. For all locations, the number utilized for reporting unplanned absence or tardiness is: 1-800-222-8889.

Employees calling to report multiple consecutive days of absence must enter their expected return to work date. In these situations, additional daily absence calls will not be required. If the employee fails to return to work on the date originally indicated, an absence Call-In, compliant with the above conditions, will be required. Should an employee fail to enter a return to work date, the Call-In system will default to a code of 99/99 and Management will expect the employee to return to work on the next scheduled work day following the date of the Call-In.

8. Absences not excused in advance will result in Paragraph (194) Vacation Restricted (VR) hours being allocated to each hour of absence, up to eight (8) hours, on each day of such absence. During any eligibility year, employees will be limited to a maximum of five (5) instances where VR time will be allocated to an absence which was not excused in advance. Employees who are placed in Step 4 or 5 in the Attendance Improvement Steps must receive prior approval for use of VR hours.

9. Use of VR hours will not be permitted, unless excused in advance, on the following days:

- A. Holiday qualifying days as specified in Paragraph (203)(3).
- B. The last scheduled workday in the week preceding a Monday holiday specified in Paragraph (203).
- C. The next scheduled workday in the week following a Friday holiday specified in Paragraph (203).

10. Instances of absence beyond those identified in paragraph 5, failure to call in as referenced in paragraph 7, or an unexcused absence occurring on a day identified in paragraph 9, will be subject to the Attendance Improvement Steps. A Paragraph (76a) interview will be offered in accordance with Paragraph (3) above. During a Paragraph (76a) interview conducted in connection with the Third Step of this Procedure, the employee will be advised of the availability of the Employee Assistance Program.

#### ATTENDANCE IMPROVEMENT STEPS

Step	Absence/Inst ance	Action	Time on Record
1	First	First Written Warning	6 Months – Providing no further non- excludable absences; extended by periods of leaves.
2	Second	Second Written Warning	12 Months – Providing no further non- excludable absences; extended by periods of leaves.

3	Third	Referral to <u>EAP Services</u> <u>Work/Family</u> and Balance of Shift Plus 1 Week Unpaid Time Off	18 Months – Providing no further non-excludable absences; extended by periods of leaves
4	Fourth	Balance of Shift Plus 2 Week Unpaid Time Off <u>and Required Meeting with Work/Family</u>	18 Months – Providing no further non-excludable absences; extended by periods of leaves
5	Fifth	Balance of Shift Plus 30 Day Unpaid Time Off	18 Months – Providing no further non-excludable absences; extended by periods of leaves.
6	Sixth	Termination of Employment	

An employee facing termination pursuant to this Procedure (6<sup>th</sup> Step) may request to have their pending termination reviewed by the Personnel Director (or their designate) and the Shop Chairman (or their designate) to consider whether the employee's instant absence or failure to call in was due to documented extraordinary circumstances beyond their control. If the local parties agree not to take further action, the employee will remain at their current Step of the Procedure. However, should the parties not reach agreement, Management reserves the right to terminate the employee.

~~11. This Special Procedure for Attendance will become effective on the first Monday of the second month following the effective date of the 2009 National Agreement Addendum. The Special Procedure for Attendance contained in the 2007 National Agreement will remain in effect until that time.~~

~~1211.~~ The Special Procedure for Attendance establishes fixed outcomes with respect to all matters

contained in the Attendance Improvement Steps chart and supersedes all local understandings and agreements pertaining to attendance matters. Each action will remain on record until the defined "Time on Record" for that step has expired. In the event an employee is issued a subsequent action, all prior actions will remain on record until the most recent action attains its defined "Time on Record," at which time the employee's record will be cleared of this and all previous action steps.

#### NATIONAL COMMITTEE ON ATTENDANCE

~~1312.~~ The National Committee on Attendance will consist of two (2) representatives of the Corporation and two (2) representatives of the International Union. The National Committee will meet twice a year at a mutually agreeable time and place to review attendance data and discuss ways to reduce unwarranted absenteeism.

~~IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives on this 16<sup>th</sup> day of September, 2011.~~

International Union,  
UAW

General Motors  
LLC Corporation

~~Joe Ashton~~  
Cynthia Estrada  
~~Garry Bernath~~  
Mike Grimes

Catherine L. Clegg  
~~Rex Blackwell~~  
Scott Sandefur

[See Par. (191)]



Doc. No. 10

**VOLUME REDUCTIONS FOR DUAL SOURCED  
PRODUCTS**

**GENERAL MOTORS LLC**

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

Subject: Volume Reductions for Dual Sourced  
Products

During the course of these negotiations, the Company and Union have provided General Motors employees with substantially increased job security through the product commitments which were made during these 2011 negotiations. The parties recognize that these future potential employment levels may fluctuate as a result of the cyclical nature of demand in our industry. The Company acknowledges, however, the importance of minimizing layoffs even in instances where volume related declines are unavoidable. In particular, the Union stressed the importance of reducing overtime and shifting dual sourced production requirements to UAW-General Motors plants in the event of overall market declines. The Company agrees to take these and other actions whenever practical.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

[See Par. (65),(66)]

[See App. K,(I),(D)]

d-10B01

DATE INITIALED: SEP 23 2015

INITIALED BY PARTIES: 

Doc. No. 11

**QUALITY PERFORMANCE PAYMENT**

**GENERAL MOTORS LLC**

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

General Motors recognizes the significant contributions its UAW-represented employees have made to the improvements in product quality realized over recent years. In order to encourage and reward such ongoing commitment to quality, the Company has agreed to establish a Quality Performance Payment. GM Global Quality shall establish specific annual quality targets based on the Two Months In-Service Incidents Per Thousand Vehicles (2MIS IPTV) metric. Performance to the target will be based on model year performance for vehicles assembled in U.S. plants. Upon the attainment of U.S. vehicle quality targets established by GM, eligible employees, as defined below, will receive the Quality Performance Payment. Targets established by GM will be reviewed with UAW leadership prior to their implementation.

When the established target is achieved, eligible employees will receive the Quality Performance Payment in accordance with the following table:

Eligibility Date	Amount	Payable During Week Ending
November 15, <del>2011</del> <u>2015</u>	<del>\$250</del> <u>\$500</u>	December <del>11</del> <u>13</u> , <del>2011</del> <u>2015</u>
November 15, <del>2012</del> <u>2016</u>	<del>\$250</del> <u>\$500</u>	December <del>9</del> <u>11</u> , <del>2012</del> <u>2016</u>
November 15, <del>2013</del> <u>2017</u>	<del>\$250</del> <u>\$500</u>	December <del>8</del> <u>10</u> , <del>2013</del> <u>2017</u>
November 15, <del>2014</del> <u>2018</u>	<del>\$250</del> <u>\$500</u>	December <del>7</del> <u>9</u> , <del>2014</del> <u>2018</u>

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No bonus will be paid in any year in which GM determines that targets were not met.

Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:

- Active with seniority;
- On temporary layoff status;
- On leave pursuant to Family and Medical Leave Act;
- On one of the following leaves of absence which has not exceeded ninety (90) days as of the eligibility date:
  - Informal (Paragraph 103)
  - Formal (Paragraph 104)
  - Sickness and Accident (Paragraphs 106/108)
  - Military (Paragraphs 112 or 218[a])
  - Educational (Paragraph 113)

In addition, should the International Union, UAW-GM Department raise any question regarding the eligibility of a specific employee, the Company agrees to meet on such cases in order to review the facts.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

**SOURCING GUIDELINES AND PROCESSES**

**GENERAL MOTORS LLC**

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

During the course of the current negotiations, the parties recognized a mutual desire to consolidate the various documents, letters, memoranda and other understandings that pertain to sourcing and the sourcing process. As a result of those discussions, and in conjunction with modifications to the Appendix L language, the following guidelines, processes and descriptions will replace all other sourcing related material.

**PURCHASING ACTIVITY**

The Company will, within 30 days of the effective date of the new Agreement, identify employees within the Purchasing organization who will serve as contacts in their area of expertise with the UAW-GM Department Sourcing Staff. It is understood by the parties that the role of these Purchasing contacts will be to provide information to the UAW-GM Department Sourcing Staff on the Purchasing process, sourcing actions, and supplier quality concerns. Additionally, the National Sourcing Committee will have access to specific information in the Global Purchasing System, through a designated General Motors Purchasing representative.

The parties have also agreed, via the Independent Part Supplier (IPS) process, that the Vice President and Director of the GM Department of the UAW, the GMNA Vice President of Labor Relations, and the Group Vice President, Global Purchasing and Supply Chain, will meet quarterly for a high level

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Competitiveness Review. The Competitiveness Review will include subjects such as sourcing, improved commonality, competitive cost structures, and leading edge technologies. This will provide an opportunity to discuss and improve the current supply base, and to provide a venue to resolve issues concerning supplier viability.

The parties acknowledge that there may be circumstances when the UAW Assistant Director of Sourcing raises a specific concern regarding a sourcing business case being developed. In this regard, the GM Director of Sourcing will discuss such concerns with the appropriate personnel in General Motors Purchasing. GM Purchasing will assist the GM Director of Sourcing in providing accurate detailed cost information to the UAW Assistant Director of Sourcing relative to the supplier's bid related to the case in question.

## **SUPPLIER INTEGRATION**

~~During past negotiations, the parties discussed the current role of system supplier integrators and General Motors Purchasing. General Motors utilizes system supplier integrators to provide engineering oversight for the design and assembly of a specific component or system. In addition, suppliers can often provide knowledge of customer preferences obtained through brand research.~~

~~The system supplier integrator manages the system integration process. That process requires the integrator to develop the Statement of Requirements (SOR) defining the system or component specifications and submitting it to General Motors for approval. Once General Motors approves the SOR, General Motors Purchasing begins to source the various components or parts using the normal sourcing process. General Motors Purchasing has the responsibility for sourcing parts and issuing contracts that meet the requirements as outlined in the SOR, consistent with the provisions of Appendix L. The integrator participates in various steps of the sourcing process such as assisting in the development of a bid list and participating in technical reviews. General Motors Purchasing is also responsible for performing the analysis of supplier quotes based on~~



quality, service, technology and price, and determining which contracts will be awarded to suppliers.

Consistent with the provisions of Appendix L regarding International Union notification and input to early sourcing decisions, and in recognition of the Union's right and interest to defend its work and obtain additional work, the Assistant Director of the UAW-GM National Sourcing Department will be notified of the potential use of a supplier integrator or value added assembler prior to the integrator being selected. Furthermore, during the course of developing the list of potential system supplier integrators or value added assemblers, the UAW will have the opportunity to nominate qualified candidates. As part of this process, the UAW will also have the opportunity to give valuable input regarding potential supplier integrators or value added assemblers, and opportunities to review information and contribute to these early sourcing decisions.

It is understood that should issues arise regarding system supplier integration/value added assembler process as outlined above, the National Parties will review and resolve all outstanding issues in a timely manner.

The Company further commits to continue to embrace the commitment in the Supplier Corporate Citizenship section of the Sourcing Guidelines in the 2011 GM-UAW National Agreement

## **FUTURE PRODUCT SOURCING PROCESS**

As a result of our continuing discussion regarding the UAW's involvement in future product sourcing, attached is the description of the Business Review Team Process. This process will provide involvement, open access and input to decision making early in the vehicle, engine, or transmission development process, as well as components and commodities as it relates to the engine and transmission development process. This can significantly impact quality, cost, productivity and program timing, thus enhancing the job security of UAW - GM employees. Further, other joint programs may be able to provide input on specific issues on an "as needed" basis.

Modifications to this process may be necessary to meet the intent of the UAW involvement in future product sourcing as defined in the National Agreement, and the parties are committed to make changes required to ensure its success. Also, the Assistant Director, UAW – Sourcing, and the Director, GM Labor Relations – Sourcing, ~~may be able to~~ will provide assistance to the UAW and GM Labor Relations representatives should any problems or issues arise, with emphasis on solving problems early.

The parties recognize the strict confidentiality required regarding our future programs. Both UAW and management representatives have access to confidential information and the parties must assure it remains confidential. Therefore, the Assistant Director, UAW – Sourcing, and the Director, GM Labor Relations - Sourcing, will review this with their staff members assigned to future product sourcing activities to guarantee their understanding and commitment.

Expectations of the BRT Process in Assembly, Powertrain, Stamping, and CCA are:

- The BRT will develop resolutions or recommendations to related sourcing issues that arise within their respective teams. Such resolutions or recommendations may be reached through discussion amongst the team members, and may include the use of the NPV business case model, or referral to National Parties if required.

Expectations of the operation of the process are:

- Access to Management personnel responsible for establishing the plant manufacturing sourcing pattern
- Participation with Management personnel in the work process evaluations
- Opportunities to understand data and to offer alternative solutions
- Increased probability for resolving possible sourcing issues early in the process

#### **Vehicle Assembly – Business Review Team Process**

- The purpose of this team is to review and discuss on a regular basis the manufacturing footprint of product programs or vehicles slated to be built at a UAW-GM location. The team will commence its activities at (Document of Strategic Intent) DSI or a

different agreed upon point of entry, and will remain active until the Start of Regular Production (SORP) unless otherwise agreed to by the National Parties. The primary goals of this team are to provide an opportunity for input regarding plant utilization and a forum to surface issues that may arise relative to sourcing.

- The team is to consist of the Vehicle Manufacturing Chief Engineer, the Manufacturing Integration Manager, the UAW Sourcing Staff Representative and the Future Product Sourcing Representative, or their designates. Other resources may be included by either the Union or Company as subject matter experts as needed to facilitate the process. As appropriate, the Manufacturing Manager associated with the impacted location(s) will also be part of the team. The National Sourcing parties will play advisory roles as required.
- ~~In assembly operations, the focus will be on identifying available floorspace and matching it with potential VAA, sequencing or kitting operations. This may also include identifying low labor content operations which could be removed, thereby creating space for higher labor content operations. Assembly efforts will be primarily plant and program specific.~~

#### **Metal Fabrication and Metal Assembly -- Business Review Team Process**

- The purpose of this team is to review and discuss on a regular basis the fabrication and assembly of metal for product programs or vehicles slated to be built at a UAW-GM location. The team will commence its activities at DSI or a different agreed upon point of entry, and will remain active until the SORP, unless otherwise agreed upon by the National Parties. The primary goals of this team are to provide an opportunity for input regarding plant utilization and a forum to surface issues that may arise relative to sourcing.
- The team is to consist of the Executive Director or Director of Body for Manufacturing Engineering, the lead Engineering Group Manager, the UAW Sourcing Staff Assistant Director, the UAW Sourcing Staff Coordinator, and a GM Sourcing Staff representative. If, during the course of these meetings, the team concludes that others may be able to continue in the team role in place of the



original participants, such designates may be named. Other resources may be included by either the Union or Company as subject matter experts as needed to facilitate the process. The National Sourcing parties will play advisory roles as required.

- In stamping operations, the focus will be on filling available press capacity, and may also involve identifying low volume, less profitable parts which could be removed creating capacity for higher volume, more competitive parts to be run. Stamping operation efforts will also focus on subassembly work associated with stamped parts, to the extent that floor space is available.

#### **Powertrain – Business Review Team Process**

- The purpose of this team is to review and discuss the products that are manufactured within the Company's Powertrain facilities. The primary goals of this team are to provide an opportunity for input regarding plant utilization and a forum to surface any issues that may arise relative to sourcing. As such, these BRT meetings should be viewed as ongoing in nature and their frequency established by the participants accordingly.
- The team is to consist of the ~~lead~~ appropriate Manufacturing Engineering personnel and the appropriate Manufacturing Manager for the Powertrain Operations being discussed ~~their designate~~, a GM Sourcing Staff representative, the UAW Sourcing Staff Assistant Director, and the UAW Sourcing Staff Coordinator. Other resources may be included by either the Union or Company as subject matter experts as needed to facilitate the process.
- In addition to the on-going meetings, when an engine or transmission program passes the Kick-Off gate or a different agreed upon point of entry, a program overview will be held for the BRT. The UAW Sourcing Staff Representative and the UAW Future Product Sourcing Representative will be invited to that meeting.
- In Powertrain operations, the focus will be on identifying available floorspace or available equipment capacity and matching it with potential competitive work. Powertrain efforts will be primarily process based and may cover multiple programs and plants.

## **Customer Care and Aftersales (CCA) – Business Review Team Process**

- The purpose of this team is to review and discuss work and processes that are performed in CCA facilities. The primary goals of this team are to provide an opportunity for input regarding plant utilization and a forum to surface any issues that may arise relative to sourcing. As such, these BRT meetings should be viewed as ongoing in nature and their frequency established by the participants accordingly.
- The team is to consist of a member of CCA's Labor Relations activity, the UAW Sourcing Staff Representative, and the UAW Future Product Sourcing Representative. Other resources may be included by either the Union or Company as subject matter experts as needed to facilitate the process.
- In CCA operations, the focus will be on identifying available floorspace or available equipment capacity and matching it with potential competitive work.

The Parties believe there are some common factors that will make each of these BRT efforts successful:

- Open dialogue and information sharing between the UAW representatives and the management representatives, enhanced by the participants establishing the frequency of meetings and methods of communication early in the process.
- The skills of the individual participants and the ability to form an effective working relationship amongst the BRT members.

## **NEW WORK OPPORTUNITIES**

As a result of our continuing discussions regarding the UAW's ability to defend and retain work and to have expanded opportunities to perform additional work, this is clarification of our mutual understanding regarding new, current, new architecture, or redesigned vehicles, fabricated parts, powertrain (propulsion technology and energy storage devices), and component products.

In situations wherein the Company is introducing a new, current, new architecture, or redesigned vehicle, engine or transmission, or other product that does not

replace or update an existing product, as jointly reviewed by the National Parties, the GM-UAW National Agreement Future Product Sourcing process will be utilized and will provide the UAW with early involvement and timely access to all pertinent data, including financial information.

The sole principle and intent of this understanding is to provide the UAW with expanded opportunities to defend its work and create opportunities to grow its membership.

## **CALCULATING EMPLOYEE IMPACT**

For the purposes of business cases developed related to Appendix L, the parties agree that the following will apply:

Direct labor will consist of the number of full-time-equivalent direct employees required to perform the operation(s), and the appropriate number of full time equivalent direct employees assigned to support the operation(s) such as Absentee/Vacation replacement, Relief, Team Leader, Repair, and 100% Inspection.

Indirect labor will consist of the number of full-time-equivalent indirect employees assigned to support the operation(s) such as Material Handling, Receiving, Shipping, Absentee/Vacation replacement, and Team Leader. Note that other indirect employees such as crib attendants and sanitation employees may only be properly included in a business case if a full employee is impacted as a result of the operation(s) being impacted.

Skilled trades labor will consist of the number of full-time-equivalent skilled trades employees assigned to support the operation(s). Other skilled trades employees, such as those assigned to building maintenance through the GM Real Estate and Facilities group and those assigned to skilled trades "pools" are not to be considered in the Appendix L business cases, unless a full employee is impacted.

Additionally, the employee impact of a potential outsourcing event involving current work will be based on the number of employees actually performing that work as described above. The employee impact of potential sourcing of future work will be based on the

employment levels included in the financial analysis. It is understood that the incremental differences in manpower assigned to current work versus the manpower expected to be assigned to the same work in its future state must be explainable.

## **COSTING CRITERIA**

The Company will continue to utilize the Net Present Value methodology in the format discussed between the parties.

The Parties shall, within 90 days following the effective date of the Agreement, complete the work required to update the NPV Costing Workbook that will be utilized as the approved tool for creating business cases and analyzing sourcing decisions pursuant to Appendix L. Until such time as the NPV Costing Workbook is updated, the Workbook currently approved for use will remain in effect.

## **SOURCING CRITERIA**

The rationale for sourcing actions will consider the criteria of quality, technology, cost, timing, statutory requirements, occupational and related environmental health and safety issues, the impact on long-term job stability, the degree to which the Company's resources can be allocated to further capital expenditures, the overall financial stability of affected facilities, and the impact on related facilities. Other factors considered by the Corporation before a final sourcing decision is made will include the effect on employment, and job security costs on both a short and long-term basis. Such criteria shall give equal weight to the full impact of a sourcing action on General Motors-UAW represented employment levels and the job security of General Motors-UAW represented employees.

Transfer pricing profits will not be considered in making sourcing decisions. Only appropriate return on investment and burden will be considered.

## **PRODUCT DEVELOPMENT AND TRANSFORMATION**

The parties discussed various issues related to product development and product transformation. The

Company and the Union recognize that future jobs depend on, among other things, continuing investments in product development. Shifting markets, changing consumer tastes, new governmental regulations, international harmonization of such requirements, and a host of other factors have a direct impact on vehicle development and manufacturing. The products manufactured and services delivered must meet evolving customer preferences and demands at a competitive price.

The Company fully understands the Union's concerns relative to investment in new products and services, and that such investments, while absolutely necessary, may not alone guarantee good future jobs. New products require additional skills, spur changes in labor demand, and entail new sourcing decisions. The parties acknowledge that involving the Union at the earliest stages of the product development cycle is key to attaining job security while meeting the global challenges of improved quality, speed to market, product innovation, and lowering total costs. To that end, the Company has been, and continues to be, fully committed to working with the Union to seek and identify appropriate jointly developed technical training programs that will match new skill requirements with evolving technologies, products and services, along with the implementation of new programs to cushion unavoidable dislocative effects of rapid product transformation and development. The Company recognizes that working together will help preserve and grow good paying jobs for all current and future UAW-represented employees at General Motors LLC.

In preceding National Agreements and during these negotiations, the parties have recognized the importance of the Union's role and involvement in the product development cycle and product transformation through provisions, such as Appendix L-Sourcing which provide a mechanism for early UAW involvement in the Company's plans to proceed with a new or redesigned vehicle. To that end, it is understood and reaffirmed that early during the product development cycle, matters such as sourcing patterns, possible changes in assembly, sub-assembly, stamping, powertrain and other component sourcing patterns, possible insourcing opportunities, and technology which may impact the represented workforce will be reviewed with the International Union in accordance with the provisions of Appendix L-Sourcing. Such

early and up-front involvement will allow the Union to continue to be provided with current and anticipated major product developments/product transformations that are having, are expected to have, or could potentially have an effect on employment levels such as projected changes in the major components for motor vehicles (e.g. shift to new propulsion technology and energy storage devices), in materials (e.g. increased use of plastics and/or aluminum in body panels, shift to aluminum castings), in assembly and design (e.g. for easier assembly/manufacturing methods and for disassembly for recycling purposes).

Further, the Union's early involvement during the product development process allows for discussions relative to issues such as the impact of a traditional gas-fueled internal combustion engine vehicle, and, for example, the comparable electric, hybrid electric, fuel cell, or dedicated and flexible alternative-liquid-fuel vehicle with respect to major components, materials, and assembly methods. In each case, the Company will indicate the extent to which changes in specifications will be handled through the revamping of existing UAW-GM operations, by means of technology residing in other divisions of the Company or by outside sourcing arrangements.

Finally, it is recognized that Appendix L-Sourcing provides an avenue for discussions as early as practicable in the product development cycle relative to projected production volume of new materials, components, and products, and the potential impact, if any, on UAW-represented jobs.

## **OTHER INFORMATION SHARING**

The International Union will be furnished a complete master file of commodities which will be used to generate a list of parts similar to those currently manufactured at the location that have been (1) outsourced from that location or (2) are currently manufactured by non-GM-UAW suppliers for General Motors. This list will be updated and expanded to include supplier expiration dates, supplier location (city and state), annual volume, U.S. plant locations receiving the parts and Union affiliation if known, and will be furnished three times per year in January, May, and September or as otherwise agreed by the National Parties. Requests for re-formatting the data into a more

user friendly output will be accommodated when practicable. Additionally, the supply base VAA maps that are compiled by GM Purchasing will be provided to the International Union on an annual basis.

During these negotiations, the Parties discussed at length the UAW's concern that beginning their involvement at the DSI gate of the Global Product Development Process was preventing them from having meaningful input into certain sourcing directions being contemplated by the Company. Management indicated that setting the Strategic direction for the Company in terms of the processes to be employed in manufacturing its products can occur in advance of the DSI gate for a specific product program. In such situations, Management will notify the UAW Assistant Director - Sourcing of a manufacturing process change, and outline the potential scope and subsequent impact associated with the updated manufacturing process, such that the potential impact on the UAW workforce and/or potential Appendix L implications can be assessed.

The Parties recognize that such broad process changes cross product program lines, and as such do not fit properly into the agreed-upon Business Review Team guidelines. Therefore, a different avenue has been developed to enable the Union to gain information about, and make proposals relative to, the implementation of these processes.

The parties have a long standing history of exchanging appropriate information and data as the need arises. There can be no way to predict what information may be required and available for every circumstance in the future, however the parties agree that they will discuss appropriate ways to share information and data when circumstances warrant. As such, the UAW Assistant Director of Sourcing may request information of the GM Labor Director of Sourcing on as needed basis.

## **OTHER UNDERSTANDINGS**

There may be situations where the assembly plants discuss the practicality of insourcing what is commonly called "up-fitting" or the assembly of performance parts on production vehicles. In this regard, the local parties have the responsibility to discuss and evaluate costs and other factors in order to determine the feasibility of



performing such work in-house. Any evaluation should include a business case analysis of performing all or part of the up-fitting. Where the local parties need additional information in order to evaluate the prospect of performing the work, the appropriate available detail will be provided in order to conduct the analysis of the potential insourcing of work. In addition, members of the National Sourcing Staff will work with and provide any necessary training for the local parties upon request.

During these negotiations, the parties discussed situations that arise when multiple plants perform identical or nearly identical work. In such situations it could be mutually advantageous to examine performing a particular operation or operations at a single plant. By way of example, analysis may show consolidating such work into a single location may present a better alternative than would be realized by outsourcing the subassembly from each individual assembly plant. The Appendix L Sourcing criteria will be used to develop business cases. Upon request of the National Sourcing Committee, specific multi-plant business case opportunities will be reviewed to determine the feasibility of performing further evaluation.

## **AUDITS/TRAINING**

### **Plant Audits**

~~The parties agree that the National Sourcing Committee has the responsibility to assure that sourcing processes are being administered appropriately at the local level. This pertains to all facets of Appendix L and the associated guidelines.~~

~~As such, the parties agree that if it is mutually determined to be necessary, the National Sourcing Committee can institute audits of sourcing activity occurring at the local level. It is further understood that the National Sourcing Committee may substitute a request for submission of a report on a given local sourcing issue or activity in lieu of an audit.~~

### **Online Training**

~~The parties acknowledge the importance of training certain Purchasing buyers, engineers and others responsible for both current and future sourcing~~

activities, as well as the Local parties who administer and implement Appendix L. As a result, it was mutually agreed to develop a self-paced, comprehensive, on-line Appendix L training module. This training module will be developed within six (6) months from the date of ratification. The module will be required training for those individuals noted above, thereby ensuring a thorough understanding of the language and intent of the Appendix L. Development, implementation, and ongoing administrative costs for the training will be covered by joint funds upon the approval of the Executive Board — Joint Activities.

#### Sourcing Database

The parties shall, within 90 days following the effective date of the Agreement complete the work required to finalize a gatekeeper system as the approved repository for insourcing and outsourcing impact(s). agreed to update the current sourcing database, if economically and technically feasible. Following ratification, the National parties will jointly develop an outline of system requirements and investigate the viability of implementing such a system.

The system's primary feature would be the ability for Appendix L notice information to be input by local Management with access provided at the divisional and Company levels as well. Local Union and appropriate International Union representatives would also have access to the information. Additional features would be specified in the above mentioned system requirements.

Development, implementation, and ongoing administrative costs for the system would be covered by joint funds upon the approval of the Executive Board — Joint Activities.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

**MEMORANDUM OF UNDERSTANDING  
REGARDING DRUG TESTING**

During 1990 National Negotiations, the parties discussed at length the worsening drug problem in our country and the rising incidence of chemical dependency. Chemical dependence on the part of employees impacts the workplace in terms of quality, productivity, and effectiveness of operations, while threatening the safety and well-being of both the chemically-dependent employee and his/her co-workers. As a result, the parties agreed to institute a screening program and to periodically review it during the term of the agreement and make adjustments where deemed appropriate. This memorandum reflects such screening program and adjustments to it.

**Process**

Employees may be screened for substance abuse (alcohol and drugs) in the following instances:

1. As part of a return to work physical for employees returning from substance abuse related sick leaves of absence.
2. As required by law; such as, F.A.A., D.O.T. and D.O.D.

All testing and reporting will be conducted in accordance with the guidelines established by the Department of Health and Human Services.

**Implications**

It is not the intent of the testing requirements to imply that an employee is impaired at the time a sample is provided for testing. Additional information regarding testing for marijuana and the need for a baseline test may be obtained from the Doc. 46 Work/Family Representative. An individual who tests positive will be handled in the following manner:

1. **FIRST POSITIVE:** The employee will be deferred from working for approximately two weeks and scheduled for follow-up testing. EAP services are to be offered to the employee and the employee is to be referred to the CDR. The employee will automatically

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be subject to further unannounced screening for a period of three months.

2. SECOND POSITIVE: The employee will again be deferred from working for approximately two weeks and scheduled for follow-up testing. EAP services are to again be offered to the employee and the employee is to be referred to the CDR. The employee will automatically be subject to further unannounced screening for a period of six months.

3. THIRD POSITIVE: The employee will again be deferred from working for approximately two weeks and scheduled for follow-up testing. EAP services are to again be offered to the employee and the employee is to be referred to the CDR. The employee will automatically be subject to further unannounced screening for a period of twelve months.

4. FOURTH POSITIVE: The employee will be discharged regardless of prior disciplinary record or length of service. Grievances protesting irregularities in the testing procedure may be taken through the grievance procedure; however, extent of penalties arguments are not subject to the Umpire's discretion.

All positive test results will be subject to a mutually agreed to third party evaluation upon request of either party. Problems selecting a third party may be referred to the National Work/Family Committee. Employees who refuse to be tested will be treated as though they had tested positive.

Once terminated, if the employee satisfactorily documents to local management and local union six months continuous sobriety, within the 60 months following discharge, the employee will qualify for re-employment under Article VII of Document 39 of the National Agreement.

**International Union, UAW      General Motors Company**

Dated:      ~~September 16, 2011~~

Doc. No. 31

**EQUAL APPLICATION COMMITTEES--  
NATIONAL AND LOCAL**

**GENERAL MOTORS LLC**

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

During the course of the current negotiations, General Motors and the International Union, UAW reaffirmed the matter of the Corporation's letter of November 19, 1973, regarding the National and Local Equal Application Committees. In line with that letter, the Parties have agreed to the following:

For many years the Corporation and your Union, in their respective fields, have been leaders in adopting and effectuating policies against discrimination because of age, race, color, sex, religion, national origin, disability, sexual orientation, gender identity/expression and sexual harassment and to this end the parties have expressly incorporated Paragraph (6a) in their National Agreement that both insures adherence to that principle in all aspects of employment at General Motors and provides the contractual grievance and arbitration procedure for the resolution of alleged violations of that principle.

The parties recognize the desirability of increased communication and cooperative effort on this subject (1) to encourage employees and grievance representatives to use the grievance and arbitration procedure as the exclusive method for prompt resolution of all claims of violations of Paragraph (6a), (2) to determine the cause of such claims in order to reduce the probability of these claims arising or recurring, (3) to maintain liaison with appropriate federal and state civil rights agencies for the following purposes: (a) to increase understanding, (b) to promote

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and encourage the use of the grievance and arbitration procedure in order to avoid multiplicity of litigation in many forums simultaneously which is frequently time consuming, contradictory and hence, nonproductive to relieving employee problems, (c) to seek solutions to mutual problems, (d) to relieve tensions in this area, and (e) to exchange information, expertise and advice, and (4) to provide and monitor jointly approved diversity training modules.

Accordingly, the parties have established a National Equal Application Committee and Local Plant Equal Application Committees.

The National Equal Application Committee will be composed of three (3) representatives of the International Union, one of whom will be a member of the International Union's Civil Rights Committee, or a designee, and three (3) representatives of the Corporation, one of whom will be active in the Corporation's equal employment opportunity programs. The National Committee will meet quarterly or more frequently if mutually deemed desirable or necessary and its functions shall be the following:

- a. Review and discuss ways and means of encouraging employees and grievance representatives to use the grievance and arbitration procedure as the exclusive method to resolve claims of violations of Paragraph (6a).
- b. Conduct or arrange for investigations and/or studies into the cause of equal employment opportunity and discrimination problems and tensions in an attempt to prevent such problems from arising or recurring.
- c. Maintain liaison with appropriate federal and state agencies for purposes set forth in the second paragraph of this letter.
- d. Review and discuss ways and means of implementing General Motors policy regarding employment of individuals with disabilities set forth in the letter from James J. Glynn to the International Union.
- e. Advise and counsel Local Plant Equal Application Committees.



- f. Review and develop jointly the necessary tools that would allow the National Equal Application Committee to audit, monitor and evaluate UAW-GM local plant diversity environments and initiatives. These tools will also be available online via the UAW-GM website.
- g. A joint National Critical Intervention Team has been established to provide onsite assistance to the local plant Equal Application Committee, upon request of the Local Joint Activities Committee.
- h. The new Diversity Training Program will be modularized and provided to the Local Equal Application Committee for use at all UAW-represented GM locations. Diversity training will be included in the New Hire Orientation materials developed by the UAW-GM Center for Human Resources. Problems encountered with the implementation of Diversity initiatives may be brought to the attention of the UAW-GM Assistant Directors responsible for the administration of the Diversity Program for resolution.

At each plant or facility that the National Agreement covers, a Local Plant Equal Application Committee will be established consisting of three (3) representatives of the Local Union and two (2) representatives of Management. The three (3) representatives of the Local Union shall consist of the Chairperson of the Shop Committee, the Chairperson of the Civil Rights Committee of the Local Union and the Local President. The two (2) representatives of Management shall be the Plant Manager, or a designated representative, and a member of Management at the plant active in the Corporation's equal employment opportunity program. Local Plant Equal Application Committees will meet on a scheduled quarterly basis, and shall have the following duties:

- a. Recommend to the National Committee ways and means of promoting use of the grievance procedure as the exclusive method for resolving claims of violations of Paragraph (6a).
- b. Suggest guidelines for Union and company representatives active in the grievance

procedure in the proper and prompt handling of grievances alleging such claims.

- c. Recommend to the National Committee means for determining the cause of equal employment opportunity and discrimination problems and tensions in the plant.

Where the Chairperson of the Civil Rights Committee of the Local Union is an employee of the plant wages will be paid for time spent attending the quarterly meetings.

Copies of the minutes from these meetings will be made available to the Union.

In addition, the Chairperson will be permitted to leave work up to four (4) hours per week during straight time hours to conduct in-plant investigations of written grievances alleging a violation of Paragraph (6a) of the National Agreement.

The parties continue to recognize their legal and moral responsibility for assuring that all General Motors employees have equal employment opportunities and freedom from discrimination as set forth in Paragraph (6a) of the National Agreement. Consequently, the function of the National Equal Application Committee and Local Plant Equal Application Committees shall be advisory, consultative and cooperative. While the Corporation and the Union will welcome the recommendations the Committees may make, the Committees may not commit either party to a specific course of action. However, the Union agrees that it will encourage its members to utilize the grievance and arbitration procedure as the means of resolving claims or complaints against the Corporation which allege a violation of Paragraph (6a).

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

[See Doc. 30,32,33,99]



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**Doc. No. 40**

**MEMORANDUM OF UNDERSTANDING  
QUALITY NETWORK**

During the course of prior negotiations, General Motors and the International Union, UAW, held extensive discussions about the quality of our products and services. There is ongoing recognition on the part of both parties to the National Agreement that the cornerstone of job security for all General Motors employees is the design, engineering, and manufacturing of the highest quality, customer-valued products and services. This is reflected in the extensive efforts both parties have devoted to the subject of quality, both on the national and local levels, exemplified by the formation and institution of the UAW-GM jointly developed Quality Network process. The Quality Network process is General Motors' only Total Quality Management System utilized at UAW-represented locations.

Accordingly, the Quality Network Quality Council structure shall support the involvement of the men and women of General Motors in the implementation of GMS in our UAW-represented facilities. This includes, but is not limited to discussions at the UAW-GM Leadership Quality Council, Group/Divisional Quality Councils and Plant Quality Councils.

Further, the parties recommitted themselves to the ongoing implementation of the Quality Network. This jointly developed quality improvement process emphasizes customer satisfaction and enthusiasm, continuous quality improvement, and elimination of waste in the design, engineering and manufacturing of products and services provided.

During the past several years, the Company and UAW leadership, together as partners, along with the men and women of General Motors, have worked together within a spirit of teamwork to improve product and service quality. This spirit of cooperation has resulted in substantial cost savings and improvements in the quality of the Company's products and services.

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The parties recognize that the design, engineering and manufacturing of the highest quality, customer-valued products and services is essential to secure the Company's position in the global market and assure job security. The Company stated that high-quality products and services have to be the result of a total quality improvement process if General Motors is to continue to be the world leader in transportation products and related services.

Accordingly, General Motors' process for total quality management is the Quality Network—the one process for total customer satisfaction and enthusiasm utilized at UAW-represented locations. The Quality Network process will continue to be administered jointly at all levels of the organization with the Union as equal and active partners. Although Management has the ultimate responsibility for product quality, it is recognized that the UAW-GM Leadership Quality Council Support Staff are joint partners in the development of the process, the Action Strategies, training and its implementation plans.

This relationship is reflected in the extensive efforts both parties have devoted to the subject of quality, both on the national and local levels, exemplified by the institution of quality councils at appropriate levels throughout the GM North America (GMNA) Region.

It is recognized that the point where product design, technology, process and materials come together and must work in harmony is at the worker/supervisor level in the organization. High-quality products and services result from a well-managed process that motivates employees to work together within a spirit of teamwork to continuously improve customer satisfaction and enthusiasm. In this process, it is recognized that seeking opportunities for continuously improving product and service quality must be the foundation for customer satisfaction. It is acknowledged that it is ultimately Management's responsibility to establish and assure product and service quality requirements. Further, it is Management's responsibility to provide the processes for continuous quality improvement that support all employees based on the Beliefs and Values.

“Guided by the Beliefs and Values, implementation of the Quality Network will lead to the highest satisfaction of the ultimate customers—those who buy GM products and use our services. This value

system represents significant expectations. It is crucial that behavior is aligned with these values and that decisions and actions are tested against them. We must constantly monitor our behavior to be certain our actions are consistent with the commitments that have been made to the men and women of General Motors.”

It is recognized that performance of high-quality work is everyone's responsibility and, as a result, it is intended that the Leadership Quality Council and Support Staff working together with local unions, local managements, and employees, will reinforce other ongoing quality improvement activities.

The parties also discussed the necessity for all GM employees to take individual responsibility for product and service quality. Management's business planning process will include all resources and data necessary to provide employees with the appropriate training, methods and systems, materials, and equipment in an appropriate environment based on the Quality Network Beliefs and Values to perform their work. It is then incumbent upon employees to exercise diligence and properly perform their work to produce the highest quality, customer-valued products and services.

It is only through personal commitment from every GM employee to provide the highest quality, customer-valued products and services that we will satisfy our customers and maintain job security for all. Quality Council leadership at all levels within the GMNA Region and the UAW will review and apply the training and principles set forth in the Quality Network Environment Action Strategies to assure the necessary level of understanding to lead this effort.

The general guidelines for the parties to provide additional support to employees in this quality improvement process are as follows:

#### **I. Quality Network Structure**

The strength of the Quality Network process is maintained by the Quality Council structure and exists on three levels: The UAW-GM Leadership Quality Council, Group/Divisional Councils and Plant/Staff Quality Councils. The following outlines the specific Quality Council process:

- A. The UAW-GM Leadership Quality Council is co-chaired by the Vice President of Labor Relations, GMNA and the Vice President and Director of the UAW General Motors Department. All Group/Divisional Quality Councils, as listed herein, will be subject to and in compliance with the direction and support provided by this Council for Quality Network activities. The UAW-GM Leadership Quality Council membership includes representatives from the GMNA Region Strategy Board, Operations Vice-Presidents, Co-Chairs of the QN-GMS National Committee and designated UAW leadership. The UAW-GM Leadership Quality Council will meet a minimum of four times per year. The responsibilities include, but are not limited to:
1. Providing direction and support for Quality Network activities,
  2. Establishing annual objectives and goals,
  3. Utilizing appropriate common measurements to monitor progress toward accomplishing the annual Quality Network Objectives and Goals as agreed to by the Council.
  4. Reviewing Group/Divisional status reports on gap closure initiatives for the annual Quality Network Objectives and Goals.
- B. In addition, the UAW-GM Leadership Quality Council will review company-wide new management quality or productivity improvement programs and processes potentially involving UAW-represented employees prior to assigning resources for development and implementation. These reviews will extend to the UAW the opportunity to provide upfront and ongoing input into management's plans and to discuss the union's support and involvement.
- C. In an effort to avoid parallel programs and processes, the UAW-GM Leadership Quality Council will review and resolve any issues that may arise.
- D. In the event that the Leadership Quality Council has agreed to support such new company-wide management quality or productivity improvement programs and processes, the co-directors of the UAW-GM Leadership Quality Council Support Staff will assign appropriate resources to work with the designated management content experts for developmental purposes of training and/or instructional materials. Once approved by the development team, the training and/or instructional

materials will be finalized by such co-directors for inclusion in the UAW-GM Quality Network training materials.

## **II. Group/Divisional Quality Councils**

- A. In order to provide for meaningful discussions, regular meetings as set forth below will be scheduled by the Quality Council Co-chairs at all Quality Council levels consistent with the direction provided by the UAW-GM Leadership Quality Council. Attendance by co-chairs is required in order to maintain organizational focus on continuous quality improvement and ongoing communications.
- B. The Group/Divisional Quality Councils are as follows:
  1. GM North America Region
    - GM Manufacturing Engineering
    - GMNA Manufacturing Assembly
    - GMNA Manufacturing Stamping
    - GM Powertrain
    - Customer Care and Aftersales
  2. Additional Quality Councils
    - Other Quality Councils deemed appropriate by the co-chairs of the UAW-GM Leadership Quality Council
- C. These councils are appointed by the UAW-GM Leadership Quality Council to coordinate the overall direction and support for the Plant/Staff Quality Councils. The Group/Divisional Quality Council structure and Co-Chair assignments can be modified during the term of this agreement at the discretion of the Leadership Quality Council Co-Chairs. These councils meet, at a minimum, quarterly and report progress to the UAW-GM Leadership Quality Council. The Group/Divisional Quality Councils will meet a minimum of four times per year. The General Managers/Vice Presidents or their designated representative(s) for the above Group/Divisional Quality Council, UAW International Representative assigned to the Quality Network, and the assigned UAW International Servicing Representative from the GM Department will co-chair these scheduled meetings. The designated Management representative from the UAW-GM Leadership Quality Council Support

Staff, along with the Group/Divisional Co-chairs, will facilitate the Quality Council meetings.

- D. These Quality Council meetings will be supplemented by an annual Group/Divisional leadership meeting. Additional meetings may be scheduled by mutual agreement of the Group/Divisional Quality Council Co-chairs. The General Motors Vice President, designated UAW International Servicing Representative, and the UAW International Representative assigned to Quality Network will co-chair this meeting. Attendees will consist of the following:
- Group/Divisional Quality Council members,
  - GM Group/Divisional Quality Network Representatives,
  - Plant Managers,
  - Plant Personnel Directors,
  - UAW International Regional Representatives,
  - Local Union Presidents,
  - Local Union Shop Chairpersons,
  - UAW Document 46 Quality Network Representative(s) and Management counterpart(s),
  - Management Plant Designated GMS personnel
- E. The responsibilities of the Group/Divisional Quality Councils include, but are not limited to:
1. Preparing and monitoring specific business and action plans to accomplish the annual Quality Network Objectives and Goals and reviewing progress.
  2. Providing direction and support for Group/Divisional Quality Network activities.
  3. Reviewing Plant/Staff status reports on gap closure initiatives for the annual Quality Network Objectives and Goals.
  4. Submitting a status report to the co-directors of the UAW-GM Leadership Quality Council Support Staff on gap closure initiatives prior to and for review at each UAW-GM Leadership Quality Council Meeting.
- F. Quarterly meetings with their respective Document 46 Quality Network Representative(s) and their Management counterpart(s) will be coordinated by the UAW International Representative from the General Motors Department assigned to Quality Network and his/her Group/Divisional Management Quality Network counterpart.

- G. The Group/Divisional Quality Network  
Representatives will have responsibilities consistent with the "Roles and Responsibilities and Personal Development Guidelines for Quality Network Representatives" (QN-1455).

### **III. Plant/Staff Quality Councils**

- A. Plant/Staff Quality Councils will meet a minimum of once per month and shall consist of the following:
- President of the Local Union,
  - Shop Committee Chairperson and members of the Shop Committee,
  - UAW Regional Servicing Representative,
  - Plant Manager,
  - Personnel Director,
  - Management Plant Designated GMS personnel,
  - Other appropriate Management Representatives,
  - Joint Activities Representatives, where provided, and
  - UAW Document 46 Quality Network Representative(s) and their management counterpart(s).
- B. The responsibilities of the Plant/Staff Quality Councils include, but are not limited to:
1. Preparing specific business and action plans to accomplish the annual Quality Network Objectives and Goals and reviewing progress.
  2. Providing direction and support for plant/staff Quality Network activities.
  3. Reviewing gap closure initiatives for the annual Quality Network Objectives and Goals.
  4. Supporting training for and the implementation of the Quality Network Action Strategies.
  5. Submitting a monthly status report to the Group/Divisional Quality Council Co-chairs on gap closure initiatives.

### **IV. Quality Network Representatives Roles and Responsibilities**

The Group/Divisional and Plant/Staff Quality Network Representatives will have responsibilities to assist their respective Quality Councils in the effective implementation of the Quality Network process. They will coordinate and assist in achievement of the annual



Quality Network Objectives and Goals with their  
Quality Council.

- A. Management Representatives will be assigned and will be provided appropriate time and authority to perform the required management Quality Network responsibilities. It is recognized that the duties of all Quality Network Representatives are to assist in the implementation of the Quality Network process and related action strategies as directed by the Plant/Staff Quality Council. Issues regarding unfilled vacancies may be discussed by either party at the regularly scheduled Quality Council Meeting.
- B. Additionally, the Quality Network Representatives will support the principle that all employees have a responsibility for product and service quality by exercising due care and diligence in performing their duties as follows:
  - 1. Understanding the Quality Network Action Strategies and GMS elements.
  - 2. Coordinating achievement of the annual Quality Network Objectives and Goals with the Plant/Staff Quality Council, including but not limited to supporting balanced implementation of the Quality Network Leadership Initiatives.
  - 3. Taking minutes of all meetings and distributing to members of the respective quality councils, Plant/Staff Quality Council, Group/Divisional Quality Council Co-chairs and Quality Network Representatives.
  - 4. Assisting in the overall implementation of the Quality Network process consistent with the "Roles and Responsibilities and Personal Development Guidelines for Quality Network Representatives" (QN-1455).
- C. Quality Network Representative Workshops may be scheduled during the term of this Agreement as determined by the Vice President and Director of the UAW-GM Department and the Vice President, Labor Relations.
- D. The Quality Network Representatives will receive appropriate training necessary to effectively perform their duties.
- E. Quality Network Representatives will be required to attend appropriate personal skill enhancement training sessions, including those offered at the Center for Human Resources, associated with their responsibilities.
- F. During overtime hours, such Quality Network Representatives will be scheduled to perform



Quality Network-related activities if they would otherwise have work available in their equalization group.

**V. Issues Resolution Process**

Any issues related to the foregoing may be referred to the co-directors of the UAW-GM Leadership Quality Council Support Staff for resolution, including unresolved Quality Council concerns requiring cross-organization involvement prior to discussion at the UAW-GM Leadership Quality Council.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives.

**International Union,  
UAW**

**General Motors  
Company**

Cynthia Estrada  
Mike Grimes  
Kris Owen  
Patti Campbell

Catherine L. Clegg  
D. Scott Sandefur  
David Wenner  
Larry Emerling

**DELETE**

**ATTACHMENT "A" TO THE  
MEMORANDUM OF UNDERSTANDING  
QUALITY NETWORK  
IMPLEMENTATION REDEPLOYMENT AND  
MEANINGFUL WORK**

During the 2011 National Agreement the parties again restated their intent to not place employees in underutilized or unproductive assignments or only contemplate utilization of the job security provisions of the National Agreement.

The Union leadership felt they could not be party to asking their members to assist in "working themselves out of a job" by supporting these efforts. In any joint effort, job security and "people issues" had to be considered so that people would be redeployed to meaningful work.

There is ongoing recognition on the part of both parties to the National Agreement that the cornerstone of job security for all General Motors employees is the design, engineering, and manufacturing of the highest quality, customer-valued products and services. This is reflected in the extensive efforts both parties have devoted to the subject of quality, both on the national and local levels, exemplified by the formation and institution of the UAW-GM jointly developed Quality Network process.

**DELETE**

**ATTACHMENT "B" TO THE  
MEMORANDUM OF UNDERSTANDING  
QUALITY NETWORK  
PRODUCT QUALITY RESOLUTION PROCESS**

During the course of past negotiations, the parties discussed employees having the opportunity to raise product quality concerns in the course of performing their regular work assignments. In so doing, employees play a critical role in the continuous improvement of our products and, ultimately, in meeting the quality expectations of our customers and assuring the job security of UAW-represented employees. It is recognized that product quality concerns require an immediate and thorough response. The parties agreed the Product Quality Resolution Process set forth in this document provides for such immediate and thorough response; and they will, therefore, reinforce the value of the current process with all Quality Councils.

The Plant/Staff Quality Council at each location is to implement a common process for employees to voice their product quality concern(s), independent of the grievance procedure, for timely resolution of such concerns based on the following:

**Product Quality Resolution Process**

1. Employee/supervisor discussion to attempt to resolve concern, consulting as required with plant quality resources.
2. If unresolved, the District Committeeperson, if requested, will assist in the resolution of the employee's concern.
3. If unresolved the supervisor and/or District Committeeperson will advise the joint Quality Network Representatives, who will assist in the resolution of the concern.
4. If unresolved, such concerns will be tracked and communicated to ensure all affected employees are aware of the quality concern and resolution effort.
5. All documented concerns will be forwarded immediately by the joint Quality Network Representatives to the Co-chairs of the Plant/Staff Quality Council, who will designate an appropriate level of plant management and union representation to work toward resolution of the concern prior to

review at the next Plant/Staff Quality Council Meeting.

6. Thereafter, if unresolved, the concern will be discussed with the Plant/Staff Quality Council at the next meeting.
7. The status of all documented quality concerns raised through this process will be reviewed by the Quality Network Representatives with the Plant/Staff Quality Council at each meeting.
8. Feedback regarding the status of the employee concern will be provided to the originating supervisor and the employee on a regular basis by the Plant/Staff Quality Network Representatives until the concern is resolved.
9. If unresolved, either Plant/Staff Quality Council Co-chair may request the issue to be referred to the co-chairs of the next higher level Quality Council for assistance to resolve the matter.
10. Thereafter, such concerns, if unresolved, will be referred to the UAW-GM Leadership Quality Council for resolution.

During the current negotiations, the parties acknowledged that several GM locations are using the process effectively, and that certain common factors generated this success. These include, but are not limited to, the following:

- Employees are aware of the Product Quality Resolution Process as defined in Document 40 of the 2003 GM-UAW National Agreement.
- The joint leadership acknowledges the quality resolution process as a positive tool in resolving quality problems.
- The process follows a standard practice from initial notification through resolution.
- The process is tracked and reported to the local joint leadership at the Plant Quality Council Meetings.

Accordingly, the parties agreed that they will review current awareness materials for potential revision and distribution to all UAW-GM Quality Councils and employees during the first quarter of 2008. The purpose of such materials will be to encourage full awareness of and participation in the process by employees, supervisors, committeepersons, and Quality Network Representatives, and to jointly leverage agreed-to best practices in implementing this critical aspect of the continuous improvement of products and services.

Further, during these negotiations, the parties discussed how the Product Quality Resolution Process supports operators in their desire to build the highest quality products in our plants. Accordingly, the parties agreed that all quality concerns, documented under the provisions of this process, will be displayed consistent with the plant's existing local quality system. Further, the parties agreed that each Plant Quality Council will determine the appropriateness of incorporating this process within its quality procedures.

**DELETE**

**ATTACHMENT "C" TO THE  
MEMORANDUM OF UNDERSTANDING  
QUALITY NETWORK  
ACTIVITIES**

**I. QUALITY NETWORK SUGGESTION PLAN**

As a result of the UAW-GM joint administration and ongoing support of the Quality Network Suggestion Plan, significant improvement in the areas of participation, savings, and processing time were experienced. The Company informed the Union that Management would continue to implement the Quality Network Suggestion Plan Action Strategy as the single suggestion process in all UAW-GM plant and staff locations. The parties further recognized the necessity for joint leadership involvement at the plant and staff levels in order to gain the full support and confidence of employees who submit their ideas and therefore, achieve the jointly established Quality Network Objectives and Goals.

The parties discussed at length the intent and purpose of the UAW-GM Suggestion Plan. Both parties agreed that the purpose of the Suggestion Plan is to enhance job security for all employees, not to reduce employment levels. In that regard, suggestions that specifically target elimination of a job or jobs will be deemed ineligible.

Consistent with the objectives of the Quality Network Suggestion Plan guidelines, the parties agreed to continue to place special emphasis on:

- Generating ideas that contribute to the health and safety of all employees.
- Encouraging greater participation of employees in all aspects of the business.
- Recognizing employees for their ideas.
- Encouraging cost reduction and continuous improvement in all aspects of our business.
- Encouraging a greater level of teamwork through recognition of team suggestions.

By working together to effectively achieve these objectives, General Motors and its employees have made tremendous gains in the areas of workplace

safety, people involvement, product quality, cost reduction, as well as our ability to respond to customer expectations.

Further, Plant/Staff Quality Councils, in conjunction with their role with the Joint Facility Teams, may agree to fund an annual Suggestion Recognition Award from the local Suggestion Involvement Fund.

## **II. PLANNED MAINTENANCE**

The UAW-GM Leadership Quality Council has directed through the Quality Network Objectives and Goals, that the Quality Network Planned Maintenance Action Strategy is to be utilized at all UAW-GM locations as the one process for planned maintenance. The purpose of the Quality Network Planned Maintenance Action Strategy is to involve people to improve safety, quality, throughput, and responsiveness, resulting in reduced manufacturing costs thereby enhancing overall job security. The parties further agreed that Group/Divisional Quality Councils will direct Plant/Staff Quality Councils to attain and maintain Phase III status in the Quality Network Planned Maintenance process during the term of this agreement. Progress in achieving and maintaining Phase III status will be measured through the Quality Network reporting and assessment process.

In order to effectively gain knowledge from the MAXIMO database, the Quality Network Planned Maintenance process requires accurate and complete data for input into the system. Therefore, it is expected that skilled trades and other assigned employees, will provide such accurate and complete data. In recognition of employee concerns, Management has stated that such information from the MAXIMO database will not be used for disciplinary action, outsourcing, or subcontracting. It is understood that both parties will have full and complete access to MAXIMO data.

## **III. COMPANY MARKETING CAMPAIGNS AND VEHICLE SALES PROMOTION ACTIVITIES**

The Co-Directors of the UAW-GM Leadership Quality Council Support Staff and appropriate Management representatives from the GM marketing and customer



assistance groups will continue to meet as a joint national committee having the responsibility to:

- Develop ongoing external media campaigns reinforcing UAW-GM cooperation and its role in improving the quality of General Motors' products and services.
- Continue to provide the Union in a timely fashion the opportunity for input into Corporate Marketing campaigns when domestic vehicle advertising campaigns involve or depict UAW-represented GM employees.
- Discuss various ideas for promoting GM products and facilitate the sharing of these ideas in all UAW-represented facilities, providing for joint participation by UAW-GM active hourly, salaried, and retired employees.

Funding for jointly developed and implemented projects will be derived from Company and/or Joint Funds based on the nature of the initiative, consistent with historic practices. Company funding will be subject to approval by the President of GMNA on a project-by-project basis. All requests for joint funds will be submitted in accordance with the process set forth in the Memorandum of Understanding-Joint Activities.

The joint national committee will meet on a quarterly basis. All recommendations from this committee will be subject to review by the Co-Chairs of the UAW-GM Leadership Quality Council.

#### **IV. VEHICLE PROMOTION AND ASSISTANCE CONTACT (VPAC)**

Management and UAW-represented employees will be identified from existing resources at all GM-UAW locations as Vehicle Promotion and Assistance Contacts in support of all joint vehicle and sales promotion activities.

Further, during these negotiations, the parties discussed issues regarding resolution of employee vehicle concerns. In that regard, the parties agreed that:

1. Employees having quality concerns with their GM vehicles or the vehicles of customers with whom they come in contact are encouraged to

utilize currently available dealer and marketing division channels.

2. Unresolved, such concerns may be referred for assistance to the VPAC Representatives.

3. Such representatives will, in a timely manner, be provided a summary of current sales promotion activities, bulletins, recalls and special policy notices, etc., through electronic medium. In addition, guidelines for access along with assistance for online retrieval will continue to be communicated to the VPAC Representatives.

4. The existing Call Center processes would be leveraged, including any future changes and/or enhancements.

5. The parties will develop and make available for VPAC Representatives process awareness training and materials.

6. This process will be communicated to dealers to ensure their awareness and encourage their cooperation.

## **V. NATIONAL VEHICLE SALES PROMOTION ACTIVITIES**

The joint national committee, comprised of the Co-Directors of the UAW-GM Leadership Quality Council Support Staff and representatives from the GM marketing organization, will address program function, structure, activities, training, and communication materials. This committee will meet on a quarterly basis to develop strategies to promote sales, increase market share, and promote job security opportunities during the term of this agreement. The parties recognize that providing opportunities for potential customers to experience our products can lead to additional vehicle sales. Therefore, the parties agree to explore the feasibility of providing "Ride and Drive" opportunities where the UAW and GM are working jointly on an event. Target populations in this effort may include but are not limited to:

- Veterans of Foreign Wars
- National Education Association
- American Red Cross
- United Postal Service

- AFL-CIO

Funding for jointly developed and implemented projects will be derived from Company and/or Joint Funds based on the nature of the initiative, consistent with historic practices. Company funding will be subject to approval by the President of GMNA on a project-by-project basis. All requests for joint funds will be submitted in accordance with the process set forth in the Memorandum of Understanding—Joint Activities.

## **VI. LABELS AND/OR DECALS**

During prior negotiations, the Union expressed a desire for UAW members who have contributed significantly to improved product quality to be permitted to display on completed assembled vehicles and packaging and shipping containers a joint label or decal certifying that the product is proudly built by GM workers who are members of the UAW. During the current negotiations, the Company agreed to continue this approach to employee recognition and assured the Union of its commitment to employee recognition through such practices in the component plants.

**DELETE**

**ATTACHMENT "D" TO THE  
MEMORANDUM OF UNDERSTANDING—  
QUALITY NETWORK REPRESENTATIVE  
TRAINING**

**I. QUALITY NETWORK REPRESENTATIVE  
TRAINING GUIDELINES**

During these negotiations, the parties agreed to the Quality Network Certification process including curriculum, course content, training delivery, and other issues related to the certification process.

On or before December 31, 2011, the Leadership Quality Council will distribute a revised curriculum regarding the Quality Network Representatives Training process.

The parties further agreed that, after the effective date of the 2011 UAW-GM National Agreement, all appointed Document 46 Quality Network Representatives and their Management counterparts who have not completed the former Quality Network Representative Certification requirements will continue to be required to achieve Basic Quality Network Representative Certification as outlined in this document. Further, all such Quality Network Representatives and any newly appointed or assigned representatives are expected to prepare a training plan for approval by the Plant/Staff Quality Council within 30 days of appointment or assignment. Progress towards completion of the training plan will be reviewed with the Co-Chairs of the Plant/Staff Quality Council. This plan must result in completion of the basic certification curriculum within specified timeframes.

Additionally, the parties agreed that Quality Network Representatives who, prior to the effective date of this Agreement, have fulfilled the requirements of the former Quality Network Representative Certification Process, will not be required to participate in the new Basic Quality Network Representative Certification Process.

In the area of Basic Quality Network Representative Certification, it was agreed that the following classes be required within these specified timeframes:

- Role of the Quality Network Representative - within 12 months of appointment/assignment
- Facilitator skills – within 12 months of appointment/assignment
- Overview of the Quality Network Action Strategies – within 12 months of appointment/assignment
- Quality Network Problem Solving Workshop – within 18 months of appointment/assignment
- Workplace Organization and Visual Controls – within 18 months of appointment/assignment
- Standardized Work – within 18 months of appointment/assignment

Quality Network Representatives will also be provided an opportunity to demonstrate evidence of proficiency for the above courses that will result in credit for completion. This evidence may include certificates from prior classes or on-the-job experiences. The UAW International Representative assigned to the Quality Network and his/her Group/Divisional Management counterpart will assess the submitted requests for proficiency based on the evidence submitted and will recommend credit to the Co-Directors of the UAW-GM Leadership Quality Council Support Staff.

## **II. SIMULATED WORK ENVIRONMENT**

During these negotiations, the joint parties discussed the Simulated Work Environment (SWE) located within the UAW-GM Center for Human Resources facility.

The intent of this SWE is to:

- Accelerate the rate of development of certified Quality Network Action Strategy trainers.
- Provide Quality Network Representatives and other plant/staff personnel with a hands-on understanding of key Quality Network Action Strategies/GMS Tools.
- The Plant Quality Councils will be reminded of our current method of ordering training materials and posting.

**DELETE**

**ATTACHMENT "E" OF THE MEMORANDUM  
OF UNDERSTANDING  
QUALITY NETWORK AND  
GLOBAL MANUFACTURING SYSTEM**

During these negotiations, the parties have agreed that the support of the Global Manufacturing System (GMS) through the UAW-GM Quality Network quality council structure is effective and beneficial to all UAW-represented locations and its members.

To that end, the following outlines the process that will be used to support GMS:

1. The UAW-GM Leadership Quality Council will continue to provide direction and support for the implementation of GMS through its annual Quality Network Objectives and Goals.
2. The QN-GMS National Committee, established during the 2003 GM-UAW National Agreement, will continue to meet quarterly to support GMS implementation. The QN-GMS National Committee Co-Chairs will report directly to the UAW-GM Leadership Quality Council.
3. Each Group/Divisional Quality Council will support the implementation of GMS utilizing GM-GMS subject matter experts and the Quality Network department resources.
4. Each local Quality Council will assign the responsibilities for UAW support for local GMS implementation to the Quality Network function under the provisions of Document No. 46. The councils will ensure that these representatives will receive the appropriate GMS training.

COMMITMENT TO DIVERSITY

GENERAL MOTORS LLC

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

The UAW and GM have worked together for many years to understand and promote diversity in the workplace, a goal we absolutely agree on and are fully committed to. The parties have long recognized that diversity is the collective mixture of our similarities and differences. Both organizations recognize that diversity includes race and gender, as well as broader dimensions such as family status, religion, sexual orientation, gender identity/expression, education, abilities, disabilities, military status, union, non-union, language and many others.

Diversity is a positive asset to an organization because only by leveraging our diversity will we be able to achieve the kind of relationship that we know is necessary if General Motors is to prosper and provide good jobs that allow employees, both union-represented and salaried, to be secure in today's complicated world.

Our vision is to have a workplace that naturally enables the people of UAW-GM to fully contribute and achieve personal fulfillment. The UAW and GM continue to support and integrate the many voices of diversity, increasing our appreciation of cultural differences, beliefs, values, abilities, disabilities and sexual orientation. The UAW and GM work together at the national and local levels to develop and deliver diversity training. The principles that guide UAW-GM Diversity Initiatives include:

- creating a learning organization;
- seeking diverse input and involvement;

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- leading the cultural change process; and
- pursuing continuous improvement in diversity actions and programs.

The National Equal Application Committee works with local Plants to provide educational materials to the UAW-GM workforce regarding diversity and equal employment opportunities. They also identify community agencies involved in civil rights and diversity activities and work with community leaders to discuss and work towards solutions to mutual problems regarding discrimination. Action plans can be developed to include such activities as:

- utilizing plant communication methods to celebrate cultural diversity and share the UAW-GM joint commitment to diversity;
- seeking input from identifiable diverse employee groups and individuals;
- identifying opportunities to celebrate diversity with educational awareness events and exhibits;
- communicating how diverse employee groups can participate in plant and community projects; and
- recognizing activities that are inclusive of diverse employee groups.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations



JOINT PROGRAM REPRESENTATIVES

GENERAL MOTORS LLC

September 16, 2011

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

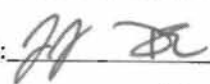
During these negotiations the parties discussed at length the need to focus our current joint program representatives on specific programs designed to assist our employees and the management in implementation of an improved working environment.

Over the years, we have agreed to a number of different joint program and Global Manufacturing System (GMS) representatives appointed by the Vice President and Director of the GM Department, UAW, and, in some cases, by the local management and union leadership at the direction of the Co-Chairpersons~~man~~, Executive Board - Joint Activities to carry out and administer certain negotiated agreement programs in the following functions:

- Health and Safety
- Joint Activities
- Accommodating DisAbled People in Transition (ADAPT)
- Work/Family Program
- Human Resource Development
- Joint Training
- ~~Quality Network~~
- Global Manufacturing System (GMS)

Each plant in General Motors, depending on employee population, may have employees assigned to the above functions. Each time new programs have been negotiated, people were assigned to perform the tasks

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associated with each program to the extent that we now have several well-trained experts in those fields. The parties recognize that over the years priorities have shifted and, as a result, there is a need to carefully analyze the programs that currently require increased emphasis, such as, work/family, health and safety, etc. As a result, the parties have concluded that these well-trained resources can now be deployed or reassigned to programs requiring special attention.

It is recognized that each plant location has its own unique culture and needs; therefore, the local joint leadership group (Plant Manager, Personnel Director, Local Union President and Chairperson of the Shop Committee) will determine where their current full time representatives will be allocated to best serve the employees of the organization. It is recognized that at some locations additional representatives may be required to perform tasks associated with the newly determined local focus and at others less. In any event, the total number of new and current full time joint program representatives shall not exceed the number provided for below:

<b>Plant Population</b>	<b>Number of Representatives</b>
Up to 200	1
201 to 400	2
401 to 600	3
601 to 1,000	4
1,001 to 5,000	Ratio of 1:250
5,001 and above	Ratio of 1:275

In the case of bargaining units between 1,001 to 5,000 and 5,001 and above, the number of representatives in a given bargaining unit will be determined by the number of represented employees (active and temporary layoff) divided by the appropriate ratio number. Where the fraction of the result is .5 and above, the number will be rounded up to the next highest whole number and where the fraction is less than .5, rounded down to the whole number.

Nothing in this agreement limits or is intended to interfere with any local mutually agreed upon projects or initiatives falling outside the scope of this document that may provide additional staff resources to meet the specific objectives of the local parties.

Each plant has submitted a plan for deployment of these resources in accordance with specific guidelines issued by the National parties. All such representatives will be appointed by the Vice President and Director of the GM Department, UAW. Such plan will include the names and assignments for each of the local representatives assigned to Joint Programs and will be forwarded to the National parties for approval prior to implementation. Likewise, as individual plant needs and priorities change, the local parties are afforded the flexibility to submit revised plans for National approval.

When plant population changes occur which would increase or decrease the number of representatives, such population changes must be in effect for a period of six consecutive months before such adjustment is made in the number of representatives, in which case such adjustment will be made at the conclusion of the six month period. In the event such population change results from the discontinuance or addition of a shift, the opening of a plant, or the cessation of a plant's operations, the adjustment in the number of representatives will be made within the first twenty working days following the first day such population change occurs. Other situations involving a sudden significant change in the number of employees at a location may be discussed by the Company Corporation and the GM Department of the International Union.

When a reduction or increase in plant population calls for a change in the number of representatives, the local parties will be required to submit a revised deployment of resources plan for approval. All representatives in either case will also be appointed by the Vice President and Director of the GM Department, UAW.

It is understood that the Representatives re-deployed in these locally determined areas of special focus and attention may require additional training. It is agreed that such training will be provided through the UAW-GM Center for Human Resources subject to the approval of the Executive Board - Joint Activities.

It is agreed that such representatives shall function in accordance with governing provisions of the GM-UAW National Agreement germane to their area of focus.

During overtime hours, joint program representatives in the areas of Joint Activities, Accommodating DisAbled People in Transition (ADAPT), Human Resource

Development, Work/Family, and Joint Training will be scheduled to perform joint program-related activities if they would otherwise have work available in their equalization group.

Joint Program Representatives are eligible for promotion to higher rated jobs on their shift in accordance with Paragraphs (63) (a) (1) and (63) (a) (2) of this Agreement provided they are the most senior applicant and they are capable of doing the job.

Longer range, the Executive Board - Joint Activities will establish a joint process aimed at effectively consolidating, simplifying, integrating, focusing and achieving better utilization of joint programs at the plant level.

The spirit and intent of this document is to provide increased focus on joint employee programs and to more fully utilize the experience and talents of the representatives assigned to joint programs. The parties are committed to working together in a spirit of cooperation to improve our relationship and the effectiveness of our joint programs. The result of such cooperation will improve the working environment in our plants for all GM employees.

Any problems relating to the implementation of this document may be raised by either party and it is understood that any necessary modifications may be made by mutual agreement between the Company ~~Corperation~~ and the International Union.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

[See Par. (19),(23)]

[See Memo-Joint Activities]

[See Memo-Training; Memo-Attendance]

[See Memo-Human Resource Development]

[See Doc. 7,39,40,105]

Doc. No. 60

**PRESS HARDENED STEEL Sourcing Moratorium**  
**Administration**

**GENERAL MOTORS LLC**

September 16, 2011

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

The GM and UAW Sourcing Staffs have engaged in considerable discussion relative to maintaining the spirit and intent of the moratorium on outsourcing that is included in Appendix L of this Agreement. The parties have established a practice of identifying incoming work in conjunction with exiting other work to the mutual advantage of the UAW and the Company. The parties wish to continue the practice of using such offsets to achieve the success that has been enjoyed, and to build upon that foundation, as well as representatives from Body Engineering, Stamping, and Global Purchasing and Supply Chain, have engaged in considerable discussion relative to the Management initiative to convert a number of traditionally cold stamped metal parts to hot stamped parts, i.e., Press Hardened Steel or PHS parts. This conversion is required to address increasingly challenging federal regulations, i.e., fuel economy and crashworthiness, and to remain competitive in automotive body architecture.

During early discussions, the Parties recognized a capital expenditure of approximately \$1 billion would be required to implement PHS technology in the production process, and to comply with the Sourcing Moratorium. Moreover, the impact of avoiding this investment was estimated to be in the range of 350-600 jobs, depending on the extent to which the technology would be required to maintain the market competitiveness of GM vehicles over the next several years.

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~~To mitigate these issues, the To that end, when circumstances arise wherein the Company finds it necessary to consider outsourcing actions of work protected by the moratorium, the parties will discuss the situation in advance, sharing pertinent information including the plan to bring in offsetting work. That plan will include, Parties agreed to pursue a no less than, a one-for-one replacement of the impacted direct labor jobs, as well as of the equivalent indirect and skilled labor jobs, unless agreed upon otherwise by the Parties. associated with cold stamped parts that are being converted to PHS parts.~~

The National Parties will work jointly to match the identified replacement work to the plant currently performing the work to be exited. In the event this is not practicable, the Parties will work jointly to place the replacement work into the Area Hire of the facility currently performing the work to be exited. Lastly, if this is not practicable, replacement work will be placed into another UAW-GM facility. In circumstances where the sourcing action may result in a layoff, even temporary in nature, the parties will jointly develop and agree to a written description of the plan and timing of its implementation prior to any work being moved. In circumstances where no layoffs are expected to occur as the result of the sourcing action, management will submit the plan to the International Union in advance of implementation, allowing time for discussion of alternatives. The general intent is that replacement jobs will consist of other cold stamped parts not currently produced in a GM-UAW facility. As such, these parts could be currently produced at a supplier, or new parts not previously produced. When mutually agreeable, the UAW-GM Sourcing Staff representatives may approve replacement of the equivalent jobs lost to PHS with subassembly work to be located in a GM-UAW Metal Center, rather than with stamped parts.

Additionally, the Company fully commits this process will not be used to create situations that would conflict with the terms of Document 13 of this Agreement.

~~The Parties will endeavor to match the identified replacement work to the plant currently performing the work being converted to PHS. Where it is not feasible, the parties may agree to place replacement work into other UAW-GM represented facilities. This replacement strategy will remain in place until such~~



~~time as the conversion to PHS parts is complete for all programs.~~

~~The previously formed Joint PHS Working Team will be responsible for creating and implementing the detailed replacement work plan. This team will work on a program by program basis, as each program approaches the date for sourcing PHS work. The parts scheduled to be converted to PHS, and the associated job impact, will be identified for each program, and the proposed replacement work will be identified and jointly recommended. Each program specific recommendation will be considered as an attachment to this Memorandum.~~

~~The team will complete their joint program recommendations for replacement work prior to Purchasing consummating contracts for the PHS parts of the specific program being examined.~~

~~The Parties have also agreed that, at the conclusion of the term of the 2011 Agreement, the status of PHS in the marketplace and the trends for ongoing use of PHS in GM vehicles will be reviewed. At that time, the Parties may choose to reevaluate their interest in investing in internal PHS capability.~~

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

Doc. No. 63

**JOB SECURITY - APPRENTICE  
TRAINING AND JOURNEYPerson  
DEVELOPMENT**

**GENERAL MOTORS LLC**

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

Subject: Job Security - Apprentice Training and  
Journeyman Development

During these negotiations, the Union and the Company acknowledged that skilled trades personnel provide vital support to operations, and that there is a direct relationship between the effectiveness of skilled trades personnel and the success and viability of the operations they serve. Establishing new levels of competence within the apprenticeable trades through training and retraining will permit the Union and the Company to pursue the critical objective of continuous improvement in quality, flexibility, operational effectiveness and, in turn, enhance job security.

Consistent with these discussions and in response to current skilled trades demographics, potential future retirements, and attrition, the Company has agreed to continue to place primary reliance on the GM-UAW Apprentice Program as the training source for future skilled tradespersons. Exceptions to this must be approved by the GM-UAW Skilled Trades and Apprentice Committee. Integral to this job security-related commitment would be actions to enhance the flexibility of both future apprentice graduates and current journeymen.

With regard to the expansion of the Apprentice Program, GM intends to continue to indenture apprentices Company-wide in the basic apprenticeable

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trades. These additional apprentices will be added during the term of the 2044-15 National Agreement provided that qualified candidates can be found who meet all the selection criteria and affirmative action goals can be met. While the placement of apprentices will depend on a variety of business condition factors such as attrition, technological changes, business sector performance, future product plans and product allocation, the general economy, and sales and market trends, General Motors intends to pursue the objective to indenture (1,300) apprentices during the term of the 2044-15 National Agreement. Requests for apprentices, the rate of placement, and forecasted requirements will continue to be reviewed by the National Parties consistent with other understandings regarding skilled trades job security.

It is understood that in cases where the above goals cannot be met, or there is an immediate need for journeyperson skills at a particular location, it may be necessary to hire journeypersons in place of the apprentices agreed upon in this letter. In that case, the Company will inform the International Union of the number of journeypersons hired and the reasons. Also, in these discussions the parties reviewed the need to give priority consideration to the placement of laid off skilled tradespersons (journeypersons, J.I.T.s, and Apprentices).

Furthermore, where changes in the type of operation, volume, product life cycle, or other reasons, have caused an excess number of journeypersons in a particular Skilled Trade/classification and placement in their trade/classification is not possible, the parties will pursue, where feasible and practical, the retraining of journeypersons to qualify them in another apprenticeable Skilled Trade in either their home plant or another GM facility, consistent with established Employee Placement Procedures. Such retraining could be done within or outside the GM-UAW Apprenticeship Program. In any event, any such retraining programs must be approved by the GM-UAW Skilled Trades and Apprentice Committee.

It is anticipated that progress in the goals set forth in this letter will be reviewed periodically in regular meetings of the GM-UAW Skilled Trades and Apprentice Committee. Progress will be reported annually to the Director of the GM Department of the UAW and the Vice President - Labor Relations for

General Motors, for review and adjustment where necessary.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

[See Par. (127)(d)(1),(127)(d)(2),(130)]

[See Par. (131),(152)]

Doc. No. 77

LOCAL UNION PRESIDENTS

GENERAL MOTORS LLC

September 16, 2011

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

During the current negotiations, the parties discussed the duties of the Local Union President in certain General Motors plants. The parties agreed that the president's function includes, in addition to administrative duties as the Local Union's Chief Executive Officer, certain elements of National Agreement administration.

Accordingly, the ~~Corporation~~ Company agreed that in plants employing 500 or more employees where the Local Union President is a full time employee, such president will be allowed to perform legitimate administrative functions without loss of pay up to a total of forty (40) straight time hours per week. Moreover, in those same plants such president, ~~as a portion of the forty (40) hours~~, will be permitted to leave the plant in accordance with Paragraph (24) of the GM-UAW National Agreement and will be paid for up to ~~six~~ eight (8) hours per day Monday through Friday to perform legitimate administrative functions.

~~Such Local Union President shall notify the designated Management representative, when leaving and returning to the plant during working hours.~~

Moreover in those same plants when such Local Presidents are absent for at least one full working day for reasons other than those provided herein, Management will recognize a temporary replacement from among the full time employees. Notification of such replacement shall be submitted in writing at least twenty-four hours in advance to Local Management's

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DATE INITIALED: SEP 18 2015

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designated representative. In the event such a replacement is made, the Local President shall not be paid and the replacement will be permitted to utilize time out of the plant with pay pursuant to the provisions herein.

In plants employing less than 500 employees but more than 250 employees where the Local Union President is a full time employee, such president will be allowed to leave the plant in accordance with Paragraph (24) of the GM-UAW National Agreement to perform legitimate administrative functions without loss of pay for up to a total of ten (10) straight time hours per week. Any single period of absence must be for a minimum of two (2) hours.

In plants employing less than 250 employees but more than 100 employees where the Local Union President is a full time employee, such president will be allowed to leave the plant in accordance with Paragraph (24) of the GM-UAW National Agreement to perform legitimate administrative functions without loss of pay for up to a total of eight (8) straight time hours per week. Any single period of absence must be for a minimum of two (2) hours.

Any problems associated with the implementation or administration of this letter will be reviewed by the ~~Corporation~~Company Labor Relations Staff with the GM Department of the UAW.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

**WEATHER CONDITIONS & RIOT LETTER**

**GENERAL MOTORS LLC**

Date: ~~September 16, 2011~~


To: All General Managers  
All Personnel Directors

Subject: Failure to Work Forty Hours as  
a Consequence of Severe  
Weather Conditions or Riots --  
SUB Plans

In general, the following SUB Plan determinations apply with respect to a plant shutdown in an area in which severe weather conditions or an actual or threatened riot have occurred. Attached as a tool to aid in the application of this letter is a flow chart. Nothing in the flow chart changes any terms of this letter.

1. With respect to a day for which the plant gives notification by public announcement or otherwise of a shutdown, a SUBenefit shall be paid as provided under the Plan to otherwise eligible laid off employees.
2. With respect to a day during which the plant attempts to operate but is forced to shutdown because of the absenteeism of employees, and forty percent (40%) or less of the employees scheduled to report for work on the shift have not reported to work prior to the shutdown, a SUBenefit shall be paid to otherwise eligible employees who reported for work but were sent home when the plant suspended operations; provided, however, that if the amount of such SUBenefit payable plus the pay for hours worked on such day equals less than the equivalent of 4 hours' pay, such employees shall be paid 4 hours' pay by the Company for such day (including pay for any hours worked) in lieu of such SUBenefit, as provided below. In calculating the SUBenefit, credit should be taken as Available Hours for any period between the starting time of the employees' regular shift and the time they reported for work.

DATE INITIALED: **OCT 25 2015**

INITIALED BY PARTIES: 

- (a) Employees who report for work during the first 4 hours of their regular shift on a day the plant has attempted to operate and subsequently shuts down, shall receive a SUBenefit for any hours not worked or made available during the period between the time they reported for work and the end of their regular shift; provided, however, that if the amount of such SUBenefit payable plus the pay for any hours worked on such day equals less than the equivalent of 4 hours' pay, the employee shall be paid 4 hours' pay by the Company for such day (including their pay for any hours worked) in lieu of such SUBenefit.

With respect to an otherwise eligible employee who reports for work during the last 4 hours of their regular shift, a SUBenefit shall be payable for any hours not worked or made available during the period between the time they reported for work and the end of their regular shift and the minimum 4 hours' pay provisions shall not apply.

- (b) In addition to the provisions of 2(a) above, if overtime hours occur during the week in which the only day(s) of layoff is a day on which the plant attempted to operate but subsequently shutdown due to employee absenteeism, the SUBenefit for otherwise eligible employees shall be calculated with respect to the week. The SUBenefit amount, if any, plus the pay for any hours worked on such day(s) shall be measured against the minimum 4 hours' pay provision, if applicable, for such day(s).

However, if overtime hours occur during a week having 2 or more days of layoff, including at least one such day on which the plant attempted to operate but subsequently shutdown due to employee absenteeism, the overtime hours may only be applied to reduce hours of layoff on days other than such days on which the plant attempted to operate.

Consequently, a separate SUBenefit shall be calculated for each such day on which the plant attempted to operate, and the amount of such SUBenefit, if any, plus the pay for any

hours worked on such day shall be measured against the minimum 4 hours' pay provision, if applicable. If a SUBenefit is payable for such day, it shall be included and paid with any SUBenefit otherwise payable for the remainder of the week; provided, however, that the sum of such SUBenefits cannot exceed the SUBenefit, if any, that would otherwise be payable under the Plan for the Week.

- (c) A SUBenefit shall not be paid to employees for a day when the plant was attempting to operate if such employees failed to report for work at any time during such day. The total number of hours of the employees' regular shift for such day (8 hours in most cases) will be included as hours made available but not worked in the calculation of any SUBenefit otherwise payable for the week.

- 3. With respect to a day during which the plant attempts to operate but is forced to shutdown because of the absenteeism of employees and more than forty percent (40%) of the employees scheduled to report for work on the shift have not reported to work prior to the shutdown, the facts and circumstances of the local situation will be reviewed with the Employee Benefits Section of the Personnel Administration and Development Staff and a determination shall be made by the Personnel Administration and Development Staff with respect to any additional SUBenefit eligibility beyond the eligibility provided under item "2." above. Where no additional SUBenefit eligibility is authorized, the provisions and procedures under item "2." above will be followed. If additional SUBenefit eligibility is authorized, the following will apply.

- (a) Employees who report to work at any time during their shift shall have all hours worked or paid for such day disregarded in calculating Compensated or Available Hours for the Week and shall be deemed to be on qualified layoff for the shift.
- (b) Employees who did not report for work at any time during their shift shall be deemed to have been on qualified layoff for all of the day in



calculating any SUBenefit otherwise payable for the Week.

The minimum 4-hours' pay provisions shall apply to all employees who report to work during the first four hours of their shift.

The foregoing SUB Plan determinations with respect to a day when the plant attempts to operate during severe weather conditions or during an actual or threatened riot apply only in situations where the plant is subsequently forced to shutdown because of employee absenteeism. If the plant shuts down early or employees are sent home for any reason other than employee absenteeism, eligible employees should be paid SUBenefits with respect to any period of qualified layoff to which they may be entitled under the Plan and the minimum 4 hours' pay provisions shall not be applicable.

4. With respect to a day during which the plant operates in an area in which severe weather conditions or an actual or threatened riot have occurred and more than forty percent (40%) of employees scheduled to report for work on the shift do not report to work at any time during their shift, the facts and circumstances of the local situation will be reviewed with the Employee Benefits Section of the Personnel Administration and Development Staff and a determination shall be made by the Personnel Administration and Development Staff with respect to any SUBenefit eligibility for any employee for such day. If the determination does not authorize any SUBenefits then no SUBenefit eligibility will be determined under the provisions of this letter. If a determination is made to authorize SUBenefit eligibility for the shift, such eligibility and SUBenefit calculation shall be made in accordance with item "3." above.
5. For all instances (1-4), all additional work (overtime) offered or performed in a week where SUBenefits due to Severe Weather have been authorized, will be disregarded in the calculation of the benefit regardless of when the work was offered.

In determining whether a plant shall attempt to operate during such severe weather conditions or during a riot occurring in the plant area, consideration should be given to the severity of the condition, actions of other



employers in the area, and instructions, advice or proclamations issued by local or other authorities.

Employees who are unable to get to work due to a "BAN" on driving will be considered on Qualified Layoff for 8 hours for the day. "BAN" means that under a local law/ordinance which is proclaimed to be in effect through a public safety announcement, that persons caught driving in a specified area (through which employees had no alternative but to travel to get to work on regular shift) may ~~will~~ be ticketed, fined and/or jailed. Documentation of such public safety announcement is required from, and on behalf of, the employee(s) involved.

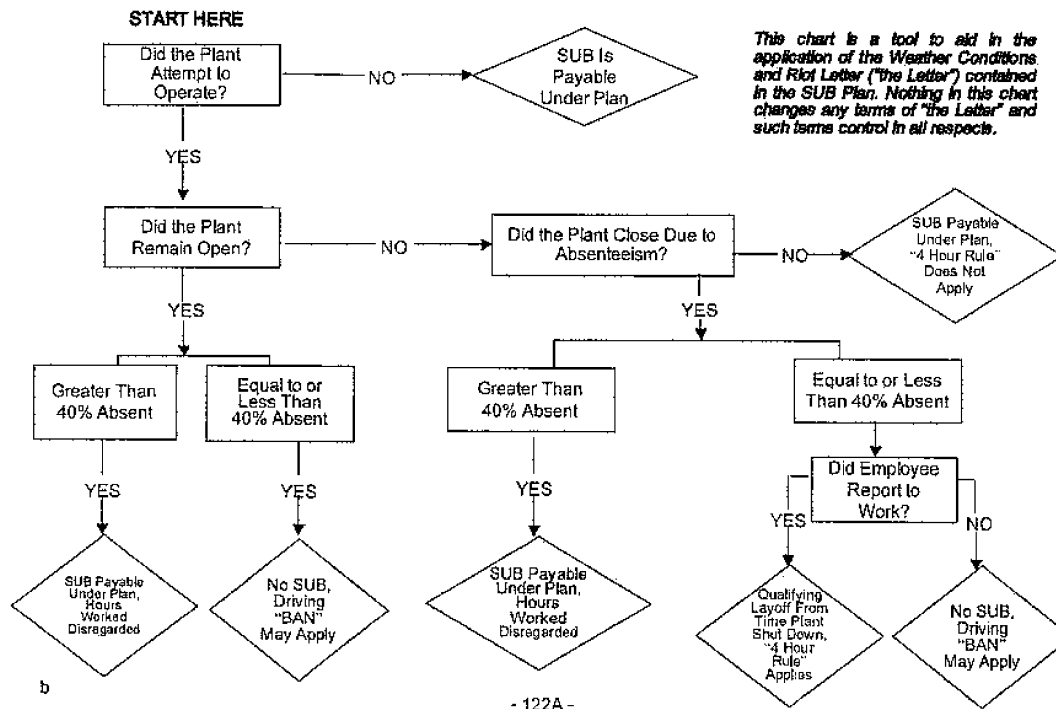
During the 1967 negotiations, it was understood by the parties that the Union's agreement with the Company SUB Plan determination to be followed with respect to a plant shutdown in an area in which severe weather conditions or an actual or threatened riot have occurred, as set forth in this letter, will in no way jeopardize or limit employee's right of appeal under the Plan to any such Company determination.

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

Attachment

[See Par. (80),(224)]  
[See SUB-Exhibit D]

## Weather Conditions and Riot Flowchart



- 122A -

Doc. No. 91

SALE OF BUSINESS

GENERAL MOTORS LLC

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

During these negotiations, the Union requested the Company ~~operation~~ to agree that any sale of an operation as an ongoing business would require the buyer to assume the 2014~~5~~ GM-UAW Collective Bargaining Agreement. The Company ~~operation~~ agreed to do so in the case of any such sale during the term of the 2014~~5~~ Agreement.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

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DATE INITIALED: SEP 18 2015  
INITIALED BY PARTIES: BRD

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Doc. No. 92

**RATIFICATION LUMP SUM PAYMENT**

**GENERAL MOTORS LLC**

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

During the current negotiations, the parties agreed to provide a lump sum payment of \$58,000 to each eligible employee who is represented by the Union. Such payment will be made in the second pay period following receipt by the Company of written notification of ratification of this Agreement.

Eligible employees who are represented by the Union are defined as those whose status with the Company on the effective date of this Agreement is one of the following:

- Active (excluding those hired pursuant to Appendix A, Section IX & X of the 2011 UAW-GM National Agreement);
- On temporary layoff status;
- On Pre-Retirement Leave;
- On leave pursuant to Family and Medical Leave Act (Document 125);
- On one of the following leaves of absence which has not exceeded ninety (90) days as of the effective date of the Agreement:
  - Informal (Paragraph 103)
  - Formal (Paragraph 104)
  - Sickness and Accident (Paragraphs 106/108)
  - Military (Paragraphs 112 or 218a)
  - Educational (Paragraph 113);

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DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: msy BR  
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- Employees, represented by the Union, otherwise eligible with retirements processed for an effective date of ~~October~~November 1, 2015.

The parties additionally agreed to provide a lump sum payment of \$2,000 to active Temporary employees who have worked at least ninety (90) days prior to the effective date of the Agreement who are represented by the Union. Such payment will be made in the second pay period following receipt by the Company of written notification of ratification of this Agreement.

In addition, should the International Union, UAW GM Department raise any question of equity in application regarding specific employees who are represented by the Union, the Company agrees to meet on such cases in order to review the facts.

As has been our practice with prior payments, the payment is conditioned solely on the membership's ratification of the Agreement and is paid to eligible employees in the above status whether or not they vote for ratification or perform any services for the Company.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

Doc. No. 111

**SPECIAL ASSIGNMENT - OVERTIME**

**GENERAL MOTORS LLC**

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

During current negotiations, discussions occurred regarding the eligibility for overtime of employees working on temporary assignments in accordance with the provisions~~Appendix D-2~~ of the National Agreement. The parties agreed that such employees are entitled to consideration for overtime scheduling as if they were entering the plant as a regular ~~active~~~~permanent~~ employee.

The parties also agreed that eligibility for overtime consideration will be in accordance with the local administrative rules of the plant to which they are temporarily assigned and that the local parties cannot enter into any local agreement which would supersede this letter and/or the provisions of the National Agreement.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

[See Par. (71)]

[See Memo-Overtime]

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DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES: msy [signature]

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Doc. No. 119

**FLYING OF UAW FLAG AT GM FACILITIES**

**GENERAL MOTORS LLC**

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

During the 1999 negotiations, the Union requested that all General Motors facilities, where the UAW represents employees, be permitted to fly the registered UAW flag. As discussed, flying of flags at General Motors is a matter of corporate policy.

In view of the historic ties between the UAW and General Motors, the ~~Corporation~~ Company investigated its policy on flags to determine the appropriate modifications required to meet the Union's request. The parties also recognized the need for a common and consistent application of the policy once such modifications were determined and finalized.

During the term of the 1999 GM-UAW National Agreement, policy modifications were finalized. All General Motors facilities, where the UAW represents employees were to make the necessary arrangements to fly the registered UAW flag consistent with such policy. Appropriate UAW flags were to be provided to the facility Manager by the Local Union President or the bargaining unit Chairperson. During these negotiations, Management agreed to continue this practice.

Further, during the term of the 1999 GM-UAW National Agreement, the Co-Directors of the UAW-GM Leadership Quality Council Support Staff developed and reviewed a plan, at a UAW-GM Leadership Quality Council Meeting. The plan was approved by the Council wherein it was agreed to:

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DATE INITIALED: **SEP 01 2015**

INITIALED BY PARTIES: 



- Affix ~~Quality Network~~ UAW-GM logo decals to existing General Motors ~~Corporation~~-owned tractor trailers used to transport product produced by UAW-General Motors-represented employees and a commitment to identify new tractor trailers in a like manner,
- Affix the UAW registered logo to the doors of General Motors ~~Corporation~~-owned tractors used to transport product produced by UAW-General Motors-represented employees, and
- Develop a process and guidelines for local union presidents and plant managers to identify, through signage, the UAW local(s) representing workers at their location.

During these negotiations, it was agreed to continue the above noted practices and to re-issue the document titled, "Commitments Associated with Document 119" for distribution to the appropriate Management and Union leadership.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations



Doc. No. 121

**ADAPT PROGRAM**

**GENERAL MOTORS LLC**

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214


Dear Mrs. Estrada:

During the current negotiations, the ~~Union raised a concern regarding management's active participation in the implementation of~~ parties discussed the ADAPT Program (Accommodating DisAbled People in Transition – formerly Job Placement) ~~at all UAW-GM locations~~. The parties agree to use their best efforts jointly to achieve the objectives of the ADAPT Program. The parties agree this process was designed to enable employees with disabilities to be considered for opportunities to be retained at work or returned to work from a sick leave or worker's compensation leave and be placed on jobs within their physical restrictions, while complying with applicable provisions of the local and National Agreements. The parties agree that documentation and confidentiality are cornerstones for the successful implementation of the ADAPT Program at the local level. It is understood that the local ADAPT Representatives are responsible for maintaining all information regarding the local ADAPT Program. Information contained in the ADAPT file will be limited to the ADAPT Team (UAW Document No. 46 and Management ADAPT Representatives), unless released by signed authorization of the employee, or information is relevant to the Union's or Company's defense against claims, charges, grievances, or litigation.

Furthermore, it is understood that although the ADAPT Program is a voluntary Program, each UAW represented employee with a restriction written by the plant medical department will view a video presentation describing the ADAPT Program. At the conclusion of

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DATE INITIALED: AUG 24 2015  
INITIALED BY PARTIES: 

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the ADAPT video, the employee may complete an ADAPT Program entry form or waive the right to participate in the ADAPT Program. Employees electing to complete the ADAPT Program entry form will be directed to ADAPT for entrance into the program. Employees will remain ~~in the active payroll~~ their current status until such time that the employee has been processed through the Program, placed on disability leave or deemed as "No Job Available Within Restriction" (NJAWR) signed jointly by the local ADAPT Representatives.

The process will be administered at the plant level in accordance with existing National Guidelines.

The parties acknowledged that the proper implementation of the ADAPT Program has successfully provided the mechanism for thousands of UAW-GM employees with restrictions or disabilities an opportunity to be either retained at work or return to work on meaningful jobs. It was agreed that emphasis must be placed on Step 3 (Conduct Job Search) of the 6 Step ADAPT process focusing on job modifications. Upon findings that reasonable accommodation cannot be made to the employee's normal job (pursuant with the Local Seniority Agreement) or modification to that job will cause an undue hardship to the Company, local Management will provide in writing a statement of unreasonable accommodation or a statement of undue hardship for the employee's ADAPT file. The National Parties will develop a formal process to review these written statements. It was reaffirmed that members of the local ADAPT Committee (consisting of Key 4 and ADAPT Team), both management and union, are responsible for the successful implementation of the Program at their location. This is accomplished by taking an active role and by assigning and maintaining the necessary resources to administer the Program to meet the requirements of the local and National Agreements. Therefore, it is the responsibility of the Key 4 at each UAW-GM location to ensure that each plant establish, as a requirement of the ADAPT Program, a Disability Team consisting of the following:

- UAW Document No. 46 ADAPT Representative
- Management ADAPT Representative (not to function as the Medical Representative)

- Medical Representative (not to function as the Management ADAPT Representative)

It was further agreed that Disability Team meetings will take place on a weekly basis. Documentation of the Disability Team meeting will be submitted to the Key 4 on a monthly basis when requested.

A joint review process (consisting of both union and management inclusive of, but not limited to, the UAW ADAPT Representative and Management ADAPT Representative) will be implemented at each UAW-represented facility. The objective of this review committee is to identify work that can be performed by its UAW represented workforce with restrictions and/or disabilities (for periods of 90 days or less).

In addition, other resources identified in the current UAW-GM ADAPT Training manuals and newly developed implementation guide will be allocated to the local ADAPT Representatives.

~~The parties agreed to develop and implement an electronic reporting system that will be inclusive of quarterly reports, cost analysis summaries, and field surveys. These reporting systems will provide the National Parties with the necessary information to ensure a common process is being used at all UAW-GM locations. Furthermore, it was agreed that the ADAPT National Parties will work jointly to develop a mutually agreed upon methodology to calculate the savings associated with the ongoing successful implementation of the ADAPT Program. Additionally, it was agreed that the National Parties will be provided access to appropriate data, and that the currently planned electronic reporting system will be completed and implemented within six (6) months of ratification of the 2011 GM UAW National Agreement. The parties will also develop and implement an audit procedure. Details of the Audit Procedure will be clarified in the implementation guide. Facilities found to be deficient by the UAW-GM Center for Human Resources will be notified in writing of deficiencies and given a schedule date for compliance. The National Parties also held extensive discussions involving the need to review and evaluate opportunities, reduce redundancies, streamline processes, apply flexibility where appropriate, and utilize current technologies to~~

ensure continuous improvement of the recently enhanced ADAPT Program.

In addition, the parties agreed a further emphasis must be placed on making employees, both hourly and salary, aware of the ADAPT Program and the opportunities it provides for accommodating people with disabilities. This will be accomplished through materials provided by the National Parties to be shared at team meetings and venues like ~~Quality Council~~ Joint Leadership Councils meetings, or Plant Safety Review Board -meetings and provided to new employees during New Hire Orientation. To further ensure an employee's awareness of the Program, the plant will also provide awareness information through in-plant communications via videos, newsletters, etc.

The National Parties will continue to monitor the Program and provide guidance and training. Furthermore, it was agreed that a certification process will be established by the National Parties for the local Union and Management ADAPT Representatives. This will be accomplished by the development of a new training curriculum for local ADAPT Representatives and by recurrent training, at the discretion of the National Parties. Additionally it is mandatory that all Disability Team members participate in the initial ADAPT training program at the CHR. An updated online training will also be made available through the CHR Joint Activities System (JAS).

Problems not resolved by the Key 4, at the plant level, will be communicated to the National Parties in writing for resolution using the process outlined in the current ADAPT Training manual and implementation guide.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

[See Par. (6a),(46),(63),(72)]  
[See App. A]

Doc. No. 126

PROCEDURE TO CORRECT PAY SHORTAGES

GENERAL MOTORS LLC

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

This will confirm our understanding that, the following procedure for correcting pay shortages due to Management error, of four (4.0) pay hours or more, will continue. It is further understood that all local agreements regarding this subject are rendered null and void.

- Upon employee request, Management will submit pay shortage information into the Payroll System.
- The payment ~~A check~~ will be prepared with the employee's normal tax deductions.
- The ~~check~~ payment will be available to the employee at the plant by the end of the next workday (excluding weekends and holidays).

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

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DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES:  

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Doc. No. 131

**SUPPLIER CORPORATE CITIZENSHIP**

**GENERAL MOTORS LLC**

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

Subject: Supplier Corporate Citizenship

During these negotiations, the UAW stated its interest in having the ~~Corporation~~Company continue to recognize the importance of using suppliers which are good corporate citizens and which can be relied upon for quality products and reliable delivery. The UAW further pointed out that the ~~Corporation~~Company's selection of and relationship with suppliers have a significant bearing on its relationship with the Union. In this regard, the Union stressed repeatedly the importance of the ~~Corporation~~Company's use of high quality, reliable suppliers which maintain good, fair and equitable relations with their employees, and which satisfy the ~~Corporation~~Company's need for a continuous, reliable, and cost-effective supply of quality parts and materials.

General Motors fully understands the Union's concerns in these matters, because quality products, uninterrupted delivery and good corporate citizenship -- by the ~~Corporation~~Company and its suppliers -- contribute significantly to the ~~Corporation~~Company's success in the marketplace, and all of these factors have a direct bearing on the job and income security of UAW members. General Motors assured the Union that it would not take retaliatory action, such as canceling or refusing to renew contracts with suppliers, based on a decision of that supplier's employees to join a labor union. The ~~Corporation~~Company further stated that all such decisions will continue to be based on quality, service, technology and total enterprise cost.

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OCT 25 2015  
DATE INITIALED: \_\_\_\_\_

INITIALED BY PARTIES: 

~~Corporation~~The Company similarly recognizes the value of suppliers that have successful relations with their employees and employees' representatives. Moreover, the Company expects its suppliers to abide by all applicable labor and employment laws, including Section 7 of the National Labor Relations Act and where employees are considering unionization, the Company expects its suppliers to abide by the law and avoid unlawful conduct.

General Motors agrees that its relationship with the Union is of paramount importance to the ~~Corporation~~Company's long-term success. The ~~Corporation~~Company has told its suppliers and the business community in the past of the positive aspects of its relationship with the UAW and will continue to do so in the future. General Motors, therefore, has no interest in embarking on a purchasing strategy that would detract from that relationship.

Correspondingly, the Union has, from time to time, expressed to the ~~Corporation~~Company its concern about certain aspects of the ~~Corporation~~Company's relationship with particular suppliers in the area of quality, continuity of supply, and overall performance as a supplier including the maintenance of good relations by the supplier with its employees. The Union recognizes that the ~~Corporation~~Company has expressed its views and made suggestions to its suppliers as a result of the Union's concerns, all within the bounds of applicable legal principles.

The parties recognize that instances in which these matters arise are inherently dependent upon the particular facts that are present in each situation and plan to continue to deal with these matters on a case-by-case basis as they have in the past, and in compliance with applicable laws.

In particular, the ~~Corporation~~Company will continue to urge its suppliers to treat their employees in a good, fair and equitable manner to provide them wages and benefits competitive within their industry, to provide a safe workplace and to avoid conduct which violates national or state labor and employment laws. In addition, the ~~Corporation~~Company will, in a manner which is in compliance with applicable laws, notify suppliers of the importance the ~~Corporation~~Company places on harmonious relationships between suppliers, their employees and any union that may represent them.

The ~~Corporation~~Company will send or transmit to each of its current suppliers a letter, in the form attached hereto (the "Letter"), within 60 days after the effective date of the National Agreement; and, upon request of the Union, the ~~Corporation~~Company will re-send the attached letter within 14 days to any such supplier who is awarded a contract with the ~~Corporation~~Company. In addition, the ~~Corporation~~Company will transmit the attached letter as a part of each Request for Quotation extended to domestic suppliers.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

Attachment



## Form of Letter to be Sent to Suppliers

This letter will describe some aspects of General Motors' policy on supplier selection.

The ~~Corporation~~Company's decision to select or remove a particular supplier is based on numerous criteria, applied in conformance with legal requirements. General Motors ~~Corporation~~ Company recognizes that it is in the mutual interests of employers and their employees for the employer to fully respect the right of the employees to representation by a union. It is, however, definitely not General Motors' policy or practice to remove a product from a supplier if that supplier's employees have chosen to join the UAW.

As you know, General Motors has a positive and constructive relationship with the UAW, and we encourage our suppliers to strive for similarly constructive relationships with their employees or representatives of their employees. We respect the UAW and the UAW respects us. We believe that when we work together, we win together and encourage suppliers to adopt a similar approach when working with their employees and/or its Unions.

General Motors expects its suppliers to abide by all applicable labor and employment laws, including Section 7 of the National Labor Relations Act. Accordingly, General Motors assured the UAW that it would not unlawfully retaliate against a supplier because the supplier's employees join a labor union and General Motors expects that its suppliers will not unlawfully retaliate against their employees due to their union activity. General Motors also notes that many of our supplier facilities have recognized the UAW based on a showing of majority support among employees by means of a "card check" certified by a neutral third party. General Motors fully approves of decisions by our suppliers to use such peaceful means of determining employee sentiment.

Should you have any questions with respect to this matter, please call.

Very truly yours,

(Vice President for Purchasing)

cc: Joe Ashton Cynthia Estrada, UAW

Doc. No. 134

**WORKING ON A HOLIDAY/VACATION  
ENTITLEMENT CONVERSION OPTION**

**GENERAL MOTORS LLC**

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

Subject: Working on a Holiday/Vacation Entitlement  
Conversion Option

During the negotiations, the parties agreed that employees who work on a designated holiday, and are otherwise eligible for holiday pay, may request that eight (8) hours be credited to their Vacation Entitlement Allowance, in lieu of receiving holiday pay.

Eligible employees who work on any designated Christmas Period Holiday, may request that eight (8) hours for each day worked be credited to their Vacation Entitlement Allowance, in lieu of receiving holiday pay. Additional time off resulting from the Christmas Holiday Period may be utilized, per local plant practice, at any time during the following vacation eligibility year, ~~prior to the next Christmas Holiday Period.~~

To provide sufficient time for administration, the employees must submit their request in writing no later than the Friday of the week in which the holiday occurs.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

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DATE INITIALED: SEP 11 2015

INITIALED BY PARTIES: 

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**DELETE**

Doc. No. 148

**GM-GLOBAL MANUFACTURING SYSTEM  
RELATIONSHIP TO UAW-GM QUALITY  
NETWORK PROCESS**

**GENERAL MOTORS LLC**

September 16, 2011

Mr. Joe Ashton  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Ashton:

During the 2003 National Negotiations the QN-GMS Joint Committee was formed and directed to conduct a complete investigation of activities that were currently underway in several UAW-GM locations to jointly determine "Best Practices" for the appropriate approach to fully implement General Motors Global Manufacturing System (GM-GMS).

During 2007 Negotiations, the parties further clarified the role of "GM-Global Manufacturing System Relationship to UAW-GM Quality Network Process" by adding Attachment E to Doc. 40 Memorandum of Understanding Quality Network in the National Agreement.

During these 2011 National Negotiations, the parties recommitted their support of the implementation of GM-GMS through Doc. 40 Memorandum of Understanding Quality Network Attachment E.

Very truly yours,

Catherine L. Clegg  
Vice President  
Labor Relations

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DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES: 

272

Doc. No. 156

SKILLED TRADES/INDIRECT LABOR AUDITS

GENERAL MOTORS LLC

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

During these negotiations, the parties discussed extensively the inconsistencies of local administration of several National Agreement provisions/processes. Therefore, subsequent to these Negotiations, the GM-UAW Skilled Trades and Apprentice Committee will finalize and implement a joint audit process to standardize the administration of several of these key provisions, which will include but not be limited to:

- Apprentice Program
- Paragraph 183 - Subcontracting
- Paragraph 182 – Work Assignments~~Lines of Demarcation~~
- Statement On Technological Progress
- Job Security
- Employee Placement
- Document #63
- Document #112
- Indirect Labor Gap
- New Technology Training
- Strategic/Non-Strategic Job Functions
- Warranties

It is intended that these skilled trades audits will be conducted at plant locations when requested by either of the local parties or the Group/Divisional Labor Relations Director or International Union Regional or GM Department Servicing Representative. Prior to conducting a joint audit, all appropriate documentation must be submitted to the National Parties.

Very truly yours,

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OCT 25 2015  
DATE INITIALED: \_\_\_\_\_

INITIALED BY PARTIES: MEY BR

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Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations



Doc. No. 157

**PRODUCTION MAINTENANCE PARTNERSHIP**

**GENERAL MOTORS LLC**

~~September 16, 2011~~

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

During 2007 Negotiations, the Skilled Trades Subcommittee held extensive discussions over a wide range of issues surrounding the benefits associated with the implementation of Quality Network's Production Maintenance Partnership (PMP) system consistent with Lean Manufacturing principles that standardize work tasks. The key elements of the PMP system are:

- Other-Than-Skilled Team Members/Leaders (e.g., Production, Material, Quality, etc.) use tools identified by standardized work to address out-of-standard conditions or perform repetitive activities to sustain production (such as cleaning, minor maintenance, or material tasks).
- Other-Than-Skilled Team Members/Leaders (e.g., Production, Material, Quality, etc.) are first point-of-response to deal with out-of-standard conditions with machinery and equipment including quality, material, or maintenance.

The parties direct each location to implement the provisions of Document 157. Identification of PMP duties for all machinery and equipment as described above, will be reviewed utilizing the jointly approved Tasking Logic Tree, In accordance with the Total Productive Maintenance (TPM) principles and to improve the performance of the overall operations, the parties agree to implement all tasks that successfully meet the conditions set forth in the Tasking Logic Tree. The parties also agree that the local parties may elevate

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issues through the Document 118 resolution process should begin as expeditiously as possible, and fully implemented by June 1, 2012.

In each department a standardized work, "PMP Checklist" of tasks will be developed by the appropriate personnel (e.g., Production, Maintenance, Health & Safety, Quality, Materials, Engineering, Supervision, Equipment Suppliers, etc.). The PMP checklist identifies tasks a Team Member/Leader will perform; such as: routine inspection, checking for normal and abnormal equipment conditions, cleaning, wipe downs, adjusting, using tools to address out-of standard conditions and perform repetitive activities (including incidental work that can be safely performed by the Team Members/Leaders) as specified, and reporting of problems to Maintenance.

Some examples of common PMP maintenance and first point-of-response tasks that may be performed by Other-Than-Skilled personnel are:

- Maintain proper fluid and lubrication levels in the employee's immediate workstation machinery
- Clearing of loose debris within fixtures and equipment (e.g., Weld slag, machine chips)
- Inspection and tightening of loose, non-critical components not directly related to locating pins, blocks, and shims.
- Inspection and tightening of loose, leaking coolant, air, and dispensed product fittings.

Other-than-Skilled Team Member's/Leader's training and standardized work will be jointly developed by the appropriate personnel directly involved in the operation, and implemented with a focus to include error proofing.

Other-than-Skilled Team Members/Leaders will be responsible for performing the PMP duties on a daily basis or as the PMP schedule requires during production operations, during non-production operations, before or after production has been met or, if determined, on overtime. Other-than-Skilled Team Members/Leaders will be responsible to document that they have performed their PMP responsibilities. Daily tasks and minor adjustments should be documented on

the PMP checklist. Corrective actions should be documented on the checklist and in MAXIMO.

The GM-UAW Skilled Trades and Apprentice Committee will finalize and administer a joint audit process to ensure standardization and implementation of PMP at all locations.

Issues related to PMP will be resolved by the local parties. Issues unresolved at the local level may be referred to the GM-UAW Skilled Trades and Apprentice Committee for resolution.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

NEW

**Engineered Nano Materials**

**GENERAL MOTORS LLC**

DATE

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

During these negotiations, the parties considered the issues and concerns regarding the health and safety of workers exposed to engineered nanomaterials in the workplace. Consistent with parties' joint commitment to providing team members a safe workplace, the parties discussed the uncertainties, and emerging body of knowledge pertaining to engineered nanomaterials. Each party affirmed the importance of timely hazard communication and addressing known risks, if any, early in the production process. Recognizing the need for ongoing studies of engineered nanomaterials, the parties jointly commit to continue efforts to address hazards, including developing methods to assess and control exposures, if any to engineered nanomaterials. To facilitate the joint parties' better knowledge and understanding of information regarding nanotechnologies, joint participation in related industry working groups or other related research or academic programs may also be appropriate, subject to approval by the NJC.

GM reaffirms its commitment to continued participation in joint efforts to better understand, identify, and address potential safety and health issues, if any, associated with engineered nanomaterials in the workplace. Based on the findings of these investigations, if warranted, the IH Subcommittee will submit a proposal to the NJC to set up an OHAB panel for the purpose of discussing the findings from our internal studies and to develop a Request for Proposal (RFP) that addresses engineering controls, hazard

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recognition, routes of exposure, personal protective equipment and industrial hygiene sampling techniques.

Consistent with the priority GM has placed on employee health and safety, GM will continue to seek to identify any chemical materials and parts containing engineered nanomaterials whose handling, while processing, may create a hazard, e.g., grinding, sanding or spraying. To the extent hazards are identified, such information will be shared with the UAW-GM IH Subcommittee as it becomes available. Where known hazards, if any are identified, GM will inform affected employees and the NJC, as soon as practicable, of known risks and symptoms of exposure and methods of protection related to the identified materials or processes. With respect to joint efforts relating to identification of known hazards relating to engineered nanomaterials, where such hazards are identified, formal progress reports will be shared with the NJC on a quarterly basis, if not sooner. If determined to be appropriate or necessary by the NJC, training programs for engineered nanomaterial hazard recognition, control methods and sampling techniques will be delivered as part of regularly scheduled health and safety training, to appointed UAW IH Technicians and Safety Representatives within the first twenty four months of this contract period.

The joint parties will work to draft a UAW-GM Audit Technical Standard addressing exposure assessment and control of engineered nanomaterials within twelve months and, thereafter, revised as needed, when new information becomes available. Once developed, the parties will discuss implementation of the standard.

Based on these efforts, to the extent the National Joint Parties agree necessary or appropriate, exposure assessments will be conducted jointly by GM Industrial Hygiene and UAW appointed IH Technicians with oversight provided by the UAW-GM IH Subcommittee

Very truly yours,

Catherine L. Clegg  
Vice President

North American Manufacturing  
and Labor Relations

NEW

**MEMORANDUM OF UNDERSTANDING  
GLOBAL MANUFACTURING SYSTEMS**

General Motors and the UAW recognize that the cornerstone of job security and growth for all General Motors employees is to earn customers for life while building the most valued automotive company, consistent with our purpose and values. Working together, this is accomplished at all levels of the organization and engages all team members to achieve business results and drive continuous improvement through the unified use of General Motors' Global Manufacturing System (GMS).

GMS is the single, common global manufacturing system that engages and aligns all employees. The principles and elements of GMS will support the team member, eliminate waste, continuously improve business results and deliver quality to the customer when fully implemented and executed. Failure to execute all of the principles and elements significantly reduces the effectiveness of the system. It is agreed that the Parties will jointly implement and execute the entire system.

The National Parties agree that General Motors' Global Manufacturing System is the single system to be used in all UAW represented locations. In addition, the Parties have agreed that the support of GMS through the UAW-GM GMS Steering Committee, reporting to the UAW-GM Leadership Council, is effective and beneficial to all UAW represented locations and its members.

**Council Structure**

The strength of our joint commitment to the implementation and execution of GMS is supported by the following councils:

**I. UAW-GM Leadership Council**

The Leadership Council will be co-chaired by the Vice President of Labor Relations, GMNA and the Vice President and Director of the UAW General Motors Department and will meet on a quarterly basis. The

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membership will include GM and UAW leadership as designated by the Co-Chairs.

The purpose of this Council is to

- provide overall direction for the implementation and execution of GMS,
- provide a forum for sharing information regarding competitive benchmarking and global revisions to GMS,
- review BPD in order to evaluate the progress of the plan to the goals and support countermeasures, and
- resolve escalated Product Quality Resolution Process concerns.

The Co-Directors for the Support Staff will assign appropriate resources to support the Council's directions and initiatives.

## II. UAW-GM Operations Council

The core membership consists of UAW International Servicing Representatives and GM Manufacturing Managers. Other members may be designated by the UAW-GM GMS Steering Committee Co-Chairs.

The purpose of this Council is to:

- provide support for GMS implementation and execution,
- review BPD in order to evaluate the progress of the plan to the goals and support countermeasures,
- review progress of departmental activities such as Suggestions, VPAC, etc., and
- resolve escalated Product Quality Resolution Process concerns.

Issues involving the failure and/or refusal of a plant to fully implement GMS should be referred to the UAW-GM Operations Council. The Council is empowered to provide whatever direction is necessary to ensure such plant becomes fully compliant with GMS in accordance with the commitments made in this document.

The Co-Directors for the Support Staff, or their designees, will facilitate the quarterly UAW-GM Operations Council meetings.

## III. UAW-GM Local Leadership Councils



These Councils are Co-Chaired by the UAW Shop Committee Chairperson and the Plant Manager, shall meet monthly and consist of the following members:

- President of the Local Union
- Shop Committee members
- Plant Manager's Staff
- Personnel Director
- UAW International Regional Representative
- Other members may be designated as appropriate.

The purpose of these Councils is to:

- act as the local Steering Committee for GMS implementation and execution, and to provide support for the Principle Basket Weave teams,
- review BPD in order to evaluate the progress of the plan to the goals and support countermeasures,
- review progress of activities such as Suggestions, VPAC, etc., and
- resolve escalated Product Quality Resolution Process concerns

The GMS Representative and their management counterpart will facilitate the UAW-GM Local Leadership Council meetings.

### **GMS Representatives Roles and Responsibilities**

GMS Representatives and their management counterpart(s) will have responsibilities to assist their respective Councils in the effective implementation and execution of GMS. These duties include being an effective coach and teacher of GMS principles and related elements, facilitating Council meetings as directed, and supporting People Involvement activities such as Suggestions, VPAC, etc.

To this end, the GMS Representatives and their management counterpart(s) will receive the training necessary to effectively perform their duties and complete the GMS Representative Certification Process.

## **Departmental Activities**

The following programs will be supported by the UAW-GM Support Staff:

- Suggestions Program
- Training and support of the Predictive Maintenance Program
- Training and support of the CMMS system
- VPAC/VSSM Programs
- SWE

Appropriate information, updates, and training schedules will be posted on the Departmental Website.

## **GMS-Maintenance**

During these negotiations, The National Parties discussed the importance of engaging all team members, including maintenance, in fully implementing and executing GMS. A focus during those discussions was a concern regarding GMS specific to the maintenance function. At the conclusion of those discussions, the Parties reaffirmed that the GMS principles and elements support all team members including maintenance and when fully implemented is the cornerstone of job security and growth for all General Motors employees.

Also discussed was the importance of appropriate and accurate data entered into a Computerized Maintenance Management System (CMMS). To that end, it is expected that UAW represented skilled trades, and others assigned as appropriate, provide such data. In recognition of team member concerns, Management has stated that such information from the CMMS database will not be used for disciplinary action, outsourcing, or subcontracting. It is understood both parties will have full access to the data.

The Parties have agreed that the support of all team members in all functions in the execution of GMS through the UAW-GM GMS Steering Committee, reporting to the UAW-GM Leadership Council, is effective and beneficial to all UAW represented locations and its members.

### **Product Quality Resolution Process**

During the course of past negotiations, the National Parties discussed team members having the opportunity to raise product quality concerns in the course of performing their regular work assignments. In so doing, team members play a critical role in the continuous improvement of our products and, ultimately, in meeting the quality expectations of our customers and assuring the job security of UAW-represented employees. It is recognized that product quality concerns require an immediate and thorough response.

The Parties will periodically review and revise the Product Quality Resolution Process as necessary. Updates will be posted on the Departmental Sharepoint site.

### **Labels and/or Decals**

During prior negotiations, the Union expressed a desire for UAW members, who have contributed significantly to improved product quality, to be permitted to display, on completed assembled vehicles and packaging and shipping containers, a joint label or decal certifying that the product is proudly built by GM workers who are members of the UAW. During the current negotiations, the Company agreed to continue this approach to employee recognition and assured the Union of its commitment to employee recognition through such practices in the component plants.

### **Issues Resolution Process**

The Parties continue to recognize that the cornerstone of job security for all General Motors team members lies in our ability to efficiently and effectively execute GMS. The Parties agree, that in order to fully engage team members in this effort, job security and people issues have to be considered. In situations where operational efficiencies are made through continuous improvement efforts, team members will be redeployed to available work within the bargaining unit.

Any issues related to the foregoing may be referred to the Co-Directors of the UAW-GM Leadership Council Support Staff for resolution prior to discussion at the UAW-GM Leadership Council.

**NEW**

**New Journeyperson-in-Training (J.I.T)  
Hiring**

**GENERAL MOTORS LLC**

DATE

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

The GM-UAW Skilled Trades and Apprentice Committee has recognized the need to fill certain skilled trade openings. Historically the National Parties have utilized the provisions of Paragraph 178 of the current GM-UAW National Agreement, to hire experienced skilled trades candidates who meet the requirements to obtain journeyperson status. This long standing process has served the parties well, and will continue to be utilized for determining eligibility when hiring skilled trades, but the Company noted that they have experienced difficulty obtaining a sufficient number of qualified candidates who meet the eligibility requirements outlined in Paragraph 178.

To address the concerns outlined above, and in order to obtain qualified skilled trades candidates, the National Parties have reached the following understandings when supplementing the requirements of Paragraph 178.

**Eligibility:**

Management will determine the job requirements for the skilled trade openings, as well as, the minimum candidate qualifications. Thereafter, Management will identify a pool of candidates that will be eligible to proceed through the General Motors (GM) Selection Process. Prior to testing, the pool of candidate credentials will be sent to the GM-UAW Skilled Trades and Apprentice Committee for review.

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**Training Plan:**

Candidates that successfully pass the GM Selection Process will complete a skills assessment. The results from the skills assessment will be utilized to identify those areas where additional training will be required. Local Joint GM-UAW Apprentice Committees will provide oversight and will be responsible for developing the training plan for candidates assigned to their location, as well as, determining the amount of shop and related training each candidate will receive. The amount of shop related training will determine the appropriate "Training Period" the candidate will be placed in for compensation purposes. The training plan will align with the apprentice uniform shop and related training schedules as outlined in the GM-UAW National Agreement. Such training plans are subject to approval by the GM-UAW Skilled Trades and Apprentice Committee.

**Seniority:**

Candidates will attain seniority as outlined in Paragraphs 56 through 59 & 159 of the GM-UAW National Agreement.

**Contractual Rights:**

Candidates who acquire seniority will be subject to all applicable apprentice provisions of the GM-UAW National Agreement. Employees will not be eligible for any provisions that provide monetary payments prior to acquiring seniority as outlined in Paragraph 57 of the National Agreement (e.g. Allowances- Tools, Books, Supplies, etc.).

**Wages:**

The straight time hourly wage rates for journeypersons-in-training (J.I.T.) in the bargaining unit, shall be the rates set forth in the J.I.T. Wage Rate Schedule in Paragraph 163.

**Benefits:**

New hire employees will be covered under the MOU: UAW-GM Wage & Benefit Agreement For Employees In-Progression as provided in the UAW-GM National Agreement. New hire employees are not eligible to participate in any other UAW-GM Benefit Plan.

Any issues which arise as the result of the implementation of this understanding should be forwarded to the GM-UAW Skilled Trades and Apprentice Committee for resolution.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

NEW

(NOT TO BE PUBLISHED)

**COMPENSATED HOURS CLARIFICATION**

**General Motors LLC**

**Date**

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

This will confirm the understanding reached between the parties regarding the calculation of compensated hours. The parties have agreed that the following will be included when calculating "compensated hours" as it relates to "Working Hours" as defined in the GM-UAW National Agreement:

- Any straight time hours lost due to an equipment breakdown that results in the cancellation of a shift or reduction in shift hours experienced at a facility covered by this agreement.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

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**NEW**

**NOT TO BE PUBLISHED**

**EDUCATION**

**GENERAL MOTORS LLC**

DATE

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

During these negotiations the parties discussed various educational and training opportunities for UAW represented hourly employees. As a result of those discussions, the parties committed to develop and implement a mutually agreed upon curriculum that will be made available to regular active hourly employees. The parties agreed to commit eight (8) hours of training during the life of the 2015 National Agreement to deliver the agreed to curriculum. The training is intended to provide an understanding of the history of organized labor and the competitive challenges faced by the Company, the Union, and the country as a whole, with topics that may include:

- Competitive challenges facing the Company and the Union
- Labor / UAW history
- GM and organized labor's history and relationships over time
- Opportunities for labor and management to effectively interact
- New and innovative approaches to achieving workplace competitiveness
- Current state and trends in the auto industry
- Government and its impact on the auto industry
- Rising Cost of Health Care
- Unionism in today's global environment

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- Labor and Management community action initiatives
- UAW and GM “at a glance” including facts, structures, and UAW made products
- GM history
- General Motors’ product awareness
- General Motors’ manufacturing process

Program information will be made available and promoted by utilizing the joint electronic communication channels.

Within sixty days after ratification of this agreement, the Co-Chairs of the UAW-GM Leadership Council, established pursuant to Section I of the MOU - Global Manufacturing Systems, will meet to review and discuss content, target audience, delivery methods, and timing.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

**NEW**

**NOT TO BE PUBLISHED**

**GENERAL MOTORS GLOBAL  
INFORMATION SHARING  
FORUM**

**GENERAL MOTORS LLC**

DATE

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

During these negotiations the parties agreed to establish a General Motors Global Information Sharing Forum, which will operate pursuant to the following understanding:

**Objectives and Scope**

The objective of the General Motors Global Information Sharing Forum is to enable various employee representatives throughout the world to share and receive information with one another and to promote dialogue with corporate management on important issues facing the Company at a global level.

The Forum does not in any way replace, modify, expand, or supplement the roles and responsibilities of the respective labor organizations and their dealings with General Motors or establish any obligation to recognize or collectively bargain with the participants as a council. Rather, it is intended to provide a global forum for information sharing and dialogue for the purpose of promoting mutual understanding and cooperation in the interest of maintaining General Motors as a world-class company and employer.

**Forum Meetings**

The General Motors Global Information Sharing Forum will generally meet once per year and will be co-chaired by the General Motors Global Chief Manufacturing Officer (or a duly appointed replacement) and the Chairperson of the General Motors Global Information Sharing Network.

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The co-chairs will issue invitations to the Forum meetings. The parties will work cooperatively with the co-chairs to accommodate reasonable and necessary additional invitees if requested in advance by a member. Any additional costs for such invitees shall be borne by the invitee unless mutually agreed in advance by the parties.

The date, venue and agenda will be jointly developed by the co-chairs and coordinated in advance among the respective parties.

### **Composition**

The Forum shall consist of the following members or alternative members as agreed to by the parties:

General Motors Company Global Chief Manufacturing  
Officer  
General Motors North America Vice President of Labor  
Relations  
UAW President  
UAW Vice-President National General Motors Department  
Various employee representatives from GM's global  
manufacturing operations (to be determined by co-chairs),  
unless their participation would be unlawful.

Individual members shall be appointed in accordance with normal practice in their respective organizations. If a member's term of office in their respective organization ends or the member ceases to serve in a capacity that directly represents General Motors employees, his/her term in the Forum shall end simultaneously.

### **Principles of Cooperation**

The Forum will work together in a trusting relationship to and for the benefit of General Motors and its employees. This letter shall not be the subject of any grievance or claim. This commitment permits the sharing of information as desired by the individual Company and the labor organization participants in each of their own discretion.

Members and invitees of the Forum are bound by the principle of confidentiality. Any violation of this principle would impair the function of the Forum. The Company's participation may be conditioned upon its receiving commitments of confidentiality that are satisfactory to it. Any confidentiality agreements executed by participants, if required, shall apply to members even after their term with the Forum ends.

### **Issues/Areas for Information Sharing and Discussion**

The Forum will deal with transnational issues that are of material importance to the well being of General Motors and its employees. The agenda will be developed and agreed to by the co-chairs and will cover items of importance to both parties. Examples may include information related to:

- GM Global Business Performance
- Global Union Initiatives

### **Costs**

The reasonable and necessary costs of Forum meetings will be paid through joint funds provided by the UAW-GM Center for Human Resources. Reasonable and necessary travel and accommodation costs for Forum members will also be borne by the UAW-GM Center for Human Resources, provided CHR and Company policies and procedures regarding travel are followed and that payment of such costs is permissible under the laws in countries in which participants reside.

### **Trial Period**

The parties agree to schedule one annual Global Information Sharing Forum in each of the calendar years 2016 and 2017. Subsequent to the Forum scheduled for 2017, the co-chairs agree to evaluate the value of continuing such a practice.

### **Term, Amendments and Miscellaneous**

The provisions set forth herein dated September 14, 2015, may be amended, modified, or revoked by mutual agreement between the co-chairs.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

NEW

NOT TO BE PUBLISHED

INVESTMENT IN MEXICO

GENERAL MOTORS COMPANY

DATE

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

The Parties agree that during the term of the 2015 National Agreement, prior to the Company making any additional product commitments in Mexico, discussions regarding these investments will be held with the UAW in advance of any final decision being made. The Company recognizes the Union's desire to propose alternatives.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing and  
Labor Relations

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DATE INITIALED: OCT 25 2015

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NEW

NOT TO BE PUBLISHED

**PLANTS EXEMPTED FROM  
DOCUMENT NO. 13 PLANT  
CLOSING AND SALE  
MORATORIUM**

**GENERAL MOTORS LLC**

DATE

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

Pursuant to our commitments in Document No. 13, the following facilities have been identified as plants closing during the term of the 2015 GM-UAW National Agreement:

Janesville Assembly

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

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DATE INITIALED: OCT 25 2015

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NEW

**NOT TO BE PUBLISHED**

**Sharing of Commodity Information**

**GENERAL MOTORS LLC**

DATE

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

The Company and the Union have held discussions with regard to the potential benefits to both parties of engaging the appropriate UAW Representative(s) in a regular information sharing forum during the development of a Program Sourcing Plan. It was discussed that by so doing, the participating UAW Representative(s) will be able to engage UAW represented GM suppliers to offer the Union's assistance to those suppliers to become more competitive in the areas of total enterprise cost, quality, delivery and/or service. The benefit to the Company of the Union's involvement may be in the form of a stronger, leaner, more competitive supplier.

To this end, the parties have agreed that on a monthly basis, a meeting will be held that will include representatives from Global Purchasing and Supply Chain, the International UAW GM Department, the UAW President's Office and GM Labor Relations. The purpose of this meeting will be to review, by Commodity Team, the sourcing pipeline for the next twelve (12) month period, for each Team. The number of commodities reviewed each month will vary and an agenda will be published in advance.

The commodity information to be shared in these meetings may include:

- Commodity / Part name

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- Program(s) expected to be sourced during the next twelve (12) months
- Sourcing milestones for the Program(s), which will include timeline identification, an understanding of which commodities will be designated as participating in the Strategic Supplier Process (SSP), if any, what the Statement of Requirements (SOR) issuance date will be, and what date is projected for source selection
- Whether there are any UAW-represented suppliers on the bid list; and
- Excluding piece price or other confidential information and without comparison to other suppliers, GM's perceptions of the quality, service, delivery and general competitiveness of the particular UAW-represented supplier.

If there are UAW-represented suppliers in operation that produce the commodity being discussed that are not expected to be included on the bid list, the parties will discuss the reason(s) for the Company not including such suppliers and whether there are any actions or interventions the UAW can take to help affect the bid status of that supplier.

The parties understand that the bid list and sourcing decision are at the sole discretion of the Company. The parties also understand that this process will not require or permit the Company to release any proprietary supplier or Company information, nor can it compromise the integrity of the GM Global Purchasing Process.

To the extent that suppliers, whether UAW-represented or not, identify objections to this process, GM will confer with the Union prior to making any changes to the process.

In addition to the above described monthly meetings, there will be a quarterly meeting held that will be attended by the Vice Presidents of Purchasing, Labor Relations and the GM Department of the UAW, unless deemed not required based on the progress of the monthly meetings. During this quarterly meeting, the participants in the regular monthly meetings will present a summary of activities they have engaged in during the past three months.

The exact participants in the monthly meetings as well as a schedule of the monthly and quarterly meetings will be established within 60 days following receipt of notice ratification of the 2015 GM-UAW National Agreement.

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

**NEW**

**(NOT TO BE PUBLISHED)**

**SUNDAY DOUBLE TIME CLARIFICATION**

**General Motors LLC**

**Date**

Mrs. Cynthia Estrada  
Vice President and Director  
General Motors Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

The parties discussed the intent and application of Double Time pay for hours worked on a calendar day Sunday. To this end, the parties confirmed that employees will be paid double time for hours worked on a calendar day Sunday, in accordance with Paragraph 86, with the following exceptions:

- Employees assigned to an Alternate Work Schedule and Sunday is a regularly scheduled day of work
- Employees that are working in a location where a Third Shift Memorandum is in effect
- Temporary employees, including Vacation Replacements, who have not been compensated 40 hours or more in their work week
- Temporary employees, including Vacation Replacements, when Sunday is a regularly scheduled work day

Very truly yours,

Catherine L. Clegg  
Vice President  
North American Manufacturing  
and Labor Relations

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NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF CONTRACTUAL AND WAGE MATTERS  
SUBCOMMITTEE**

**SUBJECT: CCA Customer Satisfaction  
Improvement Team**

During the 2015 Negotiations, the parties had extensive discussion concerning Customer Care and Aftersales (CCA) operations, during which the Union asserted that misunderstanding existed at some CCA locations regarding the applicability of production standards. The parties further discussed and recognized the importance of maintaining and strengthening CCA operations.

The parties also discussed that the competitive pressures facing these operations can be addressed most successfully if both parties work together to find mutually acceptable solutions to common problems and reviewed various examples where this had occurred. One such example reviewed is the joint development and implementation of the Customer Satisfaction Improvement Team (CSIT). The CSIT, developed as a means to support the common goal of delivering the highest quality possible to customers, is being implemented at all CCA Parts Distribution Centers and is helping employees contribute to improved Quality.

It is recognized the quality procedures existing in the current Processing Centers make it possible to achieve the highest level of quality and customer satisfaction. The procedures at each facility are slightly different, however, each provides employees with the opportunity to contribute to improved quality through communication and

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feedback with their customer and ongoing involvement in the enhancement of such procedures. Where applicable, best practices will be shared across the Processing Centers.

It was further recognized by both parties that production standards have not been established at CCA locations, nor had employees been assessed discipline for failure to meet an established production standard. In this regard Management advised the Union that current plans do not include the establishment of production standards. Management further advised the Union that employees will not be disciplined for failure to meet a standard that has not been established.



NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES OF  
CONTRACTUAL AND WAGE MATTERS  
SUBCOMMITTEE**


**SUBJECT: Document 8 - Appeal of Denied  
Sickness and Accident Paid Benefits**

During National negotiations, Management and the Union discussed multiple issues and concerns regarding the administration of Document No. 8 of the UAW/GM National Agreement. One specific topic of concern raised by the Union dealt with the situation where an employee has applied for and been denied paid Sickness and Accident benefits and was penalized under Document 8 for the days of absence which were not compensated for under the terms of the UAW/GM Supplemental Agreement covering Life and Disability Benefits Program, Exhibit B. The Union stated that penalties so issued are creating hardship to employees when they properly file an appeal of their denial of paid benefits.

In an effort to address the Union's concern while ensuring Management's rights under Document 8, the following has been agreed to and will be implemented:

Employees who have elected to exercise their appeal rights under the Life and Disability Benefits Program will inform their Group Leader of the open appeal currently in process or their intent to file an appeal. At that time, Management will suspend disciplinary action associated with that occurrence until the appeal is finalized and a decision as to entitlement to paid benefits is rendered. When a final disposition is reached, the disciplinary interview will then be re-convened, and Management will inform the employee and Committee person of its intended action based on the outcome of the appeal.

DATE INITIALED: **SEP 13 2015**

INITIALED BY PARTIES: 



It is understood that if during the period the disciplinary interview is held in abeyance awaiting the appeal decision, the employee experiences additional unexcused absence(s), such absence(s) will subject the employee to progressive application of the Attendance Improvement Steps.

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES OF  
CONTRACTUAL AND WAGE MATTERS  
SUBCOMMITTEE**

**SUBJECT: Doc 8 Record Adjustment**

During these negotiations, discussion between the parties have resulted in the following understanding regarding adjustments to Attendance Improvement Steps issued under the terms of the 2011 Special Procedure for Attendance.

Employees who have active Attendance Improvement Steps on record will have their record adjusted as follows:

Effective on the second Monday following notice of ratification of the 2015 GM/UAW National Agreement, the last and most recent Attendance Improvement Step issued (excluding Step 6) will be expunged and removed from the employee's record. There is no entitlement to back pay as a result of this record adjustment. Following this adjustment, any future Attendance Improvement Step to be issued will progress from the remaining most recent Attendance Improvement Step remaining on the record, providing the time on record has not been exceeded.

Discharges issued under Doc 8 that have previously been settled on the basis of reinstating the employee under the terms of a Last Chance Agreement (LCA) or a Condition of Employment (CoE) are not covered by this Record Adjustment and such employee remains employed under the terms and conditions of their respective LCA or CoE.

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DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES:



**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES OF  
CONTRACTUAL AND WAGE MATTERS  
SUBCOMMITTEE**

**SUBJECT: Document Number 8 - Work/Family  
(EAP) Required Meeting**

During 2015 National Negotiations, the parties held lengthy discussion regarding absenteeism, the negative effects unplanned absences have on plant efficiencies, and the detrimental impact absenteeism has on the lives of those employees who continue to absent themselves from work.

To this end, the parties agreed that employees who are assessed discipline at Step 4 of the Attendance Improvement Steps, will be required to meet with their Work/Family Program (EAP) Representative. The emphasis of this meeting will focus on raising the employee's awareness of the Work/Family Program and the opportunities to provide employee assistance services.

The meeting will include, but is not limited to:

- Review of programs and support services available to help employees balance their work and personal responsibilities
- Review of the employee's attendance record and the potential disciplinary actions associated with continued absenteeism

Committeepersons attending the disciplinary interview will be responsible to make the necessary arrangements for the employee and EAP Representative meeting and such meeting should be scheduled in a timely manner after the Step 4 penalty is issued. In the event the meeting with the Work/Family Representative cannot occur until the employee returns to work from the Step 4 penalty, the committeeperson will schedule a meeting at such time. In either case, provided the meeting is of a reasonable duration, the employee will be paid for the time they attend the meeting during their normal shift hours.

DATE INITIALED: **SEP 13 2015**

INITIALED BY PARTIES:



The parties agree and understand that if the meeting with the EAP Representative does not take place, it will not be a basis for a claim of procedural violation and there are no other obligations or requirements at this step.

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF CONTRACTUAL AND WAGE MATTERS  
SUBCOMMITTEE**

**SUBJECT: Doc Number 77**

During the current negotiations the parties discussed the impact of modifications to Doc. 77 of the UAW-GM National Agreement, specifically, as it applies to proper timekeeping for those Presidents of Local Unions affected by the change.

The parties recognize the inefficiencies associated with requiring Presidents to return to the workplace when they may otherwise perform legitimate administrative functions from their union-provided offices. As a result, the parties discussed and agreed that those Presidents of Local Unions who are affected by the change in Doc. 77, will submit on a weekly basis, either in person or via email, a statement attesting to time worked away from a plant in the performance of legitimate administrative functions. Consistent with prior understandings, with respect for time worked outside of the plant, such Presidents will be compensated for work performed at a GM workplace, the Union Hall, travel between those locations, or other sites where legitimate administrative functions occur.

The modifications to Doc. 77 do not otherwise change any current obligations to ring in and out at GM sites when entering or exiting.



**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF CONTRACTUAL AND WAGE MATTERS  
SUBCOMMITTEE**

**SUBJECT: EMPLOYEE ACCESS TO PAYROLL  
INFORMATION**

During the 2015 negotiations, the Union expressed concern that employees have experienced difficulties accessing payroll information at work. The Union indicated that necessary equipment was not readily available.

Currently, employees at all locations have access to computers and printers where they are able to view and print their payroll information. In addition, the Company has, and will continue to, provide instruction to employees on how to access their on-line payroll information.

Both parties recognized that opportunities may exist to assist some individuals who struggle with certain forms of computer applications and agreed that accessibility, protection of personal information, and ease of operation are of paramount significance. In this regard, the parties will conduct a joint feasibility study to determine the capability of integrating new technology with the existing GM payroll system and focus on the priorities of increasing access, as well as, ease of operation, while ensuring appropriate data security.

The Company also informed the Union that ADP, the current payroll vendor, offers mobile applications that are free of charge. Employees interested in utilizing the mobile application on their personal device will be provided instruction on how to download and utilize the ADP application.

Issues or concerns should be directed to local plant management for resolution. The National Parties will be contacted if these matters remain unresolved.

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MEY ER

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF CONTRACTUAL AND WAGE MATTERS  
SUBCOMMITTEE**

**SUBJECT: Employee vacation entitlement during  
vacation shutdown weeks**

During 2015 Negotiations the Union expressed concern regarding employees whose Vacation Entitlement is 100 hours or less and the impact it has on the employee's ability to utilize their vacation entitlement during the course of the calendar year due to Scheduled Plant Vacation Shutdown Weeks. As a result of these discussions the parties reconfirmed the following:

Employees entitled to 40 hours of vacation entitlement may choose either to use such hours or be placed on an unpaid vacation leave during the Plant Vacation Shutdown Weeks.

Employees entitled to 80 hours of vacation entitlement pursuant to Paragraph 191 will apply eight (8) hours of such entitlement to each day of the first week (less any holidays) of any scheduled Plant Vacation Shutdown period. Thereafter, they may choose to utilize their remaining vacation entitlement or be placed on an unpaid vacation leave during the second week of such scheduled Plant Vacation Shutdown.

Employees entitled to 100 hours of vacation entitlement pursuant to Paragraph 191 will apply 40 hours of their entitlement to the first week (less any holidays) and 20 hours to the first two and one half days of any second week of such scheduled Plant Vacation Shutdown period. Thereafter, they may choose to utilize their remaining vacation entitlement or be placed on an unpaid vacation leave for the remainder of the second week of such scheduled Vacation Shutdown period.

Employees on an unpaid vacation leave will not be eligible for SUB/SWW. Eligibility for state unemployment benefits will be determined by applicable state law.

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MEY RR



The Company informed the Union that Corporate Labor Relations communicates the above information to its operations on an annual basis.

Employees who anticipate taking an unpaid leave of absence during a Scheduled Plant Vacation Shutdown Week are encouraged to schedule their vacation entitlement hours during the Plant Vacation Application Period, per Paragraph 202(c) of the National Agreement.

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF CONTRACTUAL AND WAGE MATTERS  
SUBCOMMITTEE**

**SUBJECT: GM Family First Program**

During these negotiations, the parties held lengthy discussions regarding the GM Family First Program. The parties agreed that there are aspects of the program that are deserving of further discussion between the parties. Accordingly, the parties agreed to form a joint committee consisting of both UAW and Company representatives that will meet on a regular basis to review the program and any issues which may exist. In addition, the participating UAW representatives may use the meeting as an opportunity to provide suggestions regarding improvements to the Program which would be of interest to their membership.

Finally, the Company agreed that written communications sent to the homes of employees and retirees concerning an Employee Vehicle Purchase Program audit will be enclosed in envelopes clearly marked in bold print:

**Vehicle Audit – Your Action Required  
Employee Vehicle Purchase Program**

DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES: 

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES OF THE  
CONTRACTUAL AND WAGE MATTERS  
SUBCOMMITTEE**

**SUBJECT: Good Record Review**

During the 2015 National negotiations Management and the Union discussed situations involving employees who have consistently demonstrated a record of good attendance who, for reasons beyond their control, have an event in their life which requires an absence from work exceeding the five (5) VR absences provided for in Document 8 of the National Agreement.

Management agreed that situations as described above happen on an infrequent basis and it is not the intent of Document 8 to penalize employees in a punitive manner when such employee has otherwise exhibited an acceptable work record and history of good attendance. In this regard the parties agreed to implement the following process to address situations as herein described.

Employees who have exhausted their annual allocation of 40 VR hours and thereafter absent themselves from work for a reason not provided for in Document 8, Paragraph 5, will be entitled to a review of their work record comprising the following criteria:

1. The employee has a minimum of one (1) year seniority
2. Has no active Attendance Improvement Steps on record that are less than eighteen (18) months from date of issue
3. Has had no more than two (2) Sick Leaves of Absence within the 36 months prior to the date the Record Review is conducted
4. Has a Controllable Absence Rate of less than 5% over the twelve (12) months prior to the date the Record Review is conducted
5. The unexcused absence did not occur on a Holiday qualifying day as specified in Paragraph (203)(3), the last scheduled workday

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: BR msy

in the week preceding a Monday holiday specified in Paragraph (203), the next scheduled workday in the week following a Friday holiday specified in Paragraph (203), the last scheduled workday preceding, or the first scheduled workday following, a layoff

6. The absence did not occur on a day specified by the local management due to historical patterns of high absenteeism (e.g., Monday after the Super Bowl, Halloween, the day following the March Madness Tournament, etc.)
7. The reason for such absence does not meet the FMLA eligibility requirements

The criteria listed above will be jointly reviewed by Labor Relations and the District Committeeperson for the District in which the employee works. The employee must satisfactorily fulfill all seven (7) items of the above criteria. Upon mutual agreement that all seven (7) criteria have been successfully met by the employee, the subject absence will be deemed excused under Document 8 and the employee will not be issued an Attendance Improvement Step.

In the event the employee receives an excused absence it is understood that the excused absence applies to one (1) day and not to a series of consecutive days of absence.

The Record Review will not be conducted on any employee more than once in any calendar year and is limited to an award of one (1) excused absence in a calendar year.

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF CONTRACTUAL AND WAGE MATTERS  
SUBCOMMITTEE**

**SUBJECT: Temporary or Flex Employees -  
Discipline**

During the course of the current negotiations the Union raised concerns relative to situations where temporary or flex employees, who have worked in excess of 90 days, are subject to discharge for shop rule violations.

The Company advised the Union that discharge is the appropriate penalty for employees without seniority who are found to be in violation of the shop rules, code of conduct, etc. Notwithstanding the above, the Company assured the Union that in those situations where a temporary or flex employee is found to be in violation of a minor shop rule, they will be issued a written warning/reprimand for a first and second time violation, provided the employee was hired at least 90 days prior to the violation.

DATE INITIALED: SEP 13 2015

INITIALED BY PARTIES: FBL MEY

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES OF  
DIVERSITY/EQUAL APPLICATION  
SUBCOMMITTEE**

**SUBJECT: Diversity Awareness**

The Parties agree that maintaining an effective Diversity Training Program demonstrates our continuing commitment to foster a culture of diversity and inclusion at all GM facilities.

Consistent with this shared vision, the Parties agreed to develop a plan to identify action items to improve the content and delivery of the Diversity Training Program available to the Local Joint Equal Application members.

Additionally, the National Joint Parties will make materials available which can be used by the Local Key Four to promote Diversity Awareness on a continuous basis. Diversity training will continue to be included in the New Hire Orientation materials developed by the UAW-GM Center for Human Resources. Should any issues arise with the implementation of Diversity initiatives they may be brought to the attention of the UAW-GM Assistant Directors responsible for the administration of the Diversity Program for resolution.

SEP 01 2015  
DATE INITIALED: \_\_\_\_\_

INITIALED BY PARTIES: \_\_\_\_\_



**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF EMPLOYEE PLACEMENT  
SUBCOMMITTEE**

**SUBJECT: Annual Employee Placement System  
Refresh**

During the 2015 National Negotiations, the parties discussed a number of issues regarding employee applications for transfer in the Employee Placement System. The parties found that many employees with open applications were no longer interested in transferring, and weren't aware that their application was still in an open status.

To better understand interest in transfer opportunities, improve system performance, and enhance process efficiency, the National Parties have agreed to a system refresh (closure) of all open Area Hire and Extended Area Hire Employee Placement System applications on December 31<sup>st</sup> of each calendar year. The system refresh does not impact any outstanding job offers or the response date associated with such job offers. The system refresh will not affect the status of employees currently shown on Plant requisitions that are in process.

For those employees eligible for flowback under the provisions of the 2007 UAW-Delphi-GM Restructuring Agreement, the number of refusals associated with a flowback offer will not be reset.

Beginning each calendar year on December 1<sup>st</sup>, the Employee Placement System will be available for entering new applications. Plant requisitions processed December 1<sup>st</sup> and thereafter will take into account the most current open application on file in the Employee Placement System.

**OCT 25 2015**  
DATE INITIALED: \_\_\_\_\_

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**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF EMPLOYEE PLACEMENT  
SUBCOMMITTEE**

**SUBJECT: Appendix A Applicant Plant Rosters**

During the 2015 National Negotiations, the UAW raised concerns regarding their desire that additional employee volunteers are considered prior to involuntary placement and the hiring of new employees into job openings. The parties agreed to review such situations and that management will regenerate plant rosters when appropriate.

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MEY ER

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF EMPLOYEE PLACEMENT  
SUBCOMMITTEE**

**SUBJECT: Area Hire Placement Charts**

During the 2015 National Negotiations, the parties discussed the need to update each plant's previously agreed upon Area Hire Placement chart. As a result, it was agreed that following these negotiations the Joint Placement Team would meet to review plant Area Hire charts and make adjustments as required.

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DATE INITIALED: SEP 08 2015

INITIALED BY PARTIES: 

319

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF EMPLOYEE PLACEMENT  
SUBCOMMITTEE**

**SUBJECT: Appendix A Job Offer Notification**

During the 2015 National Negotiations, the UAW raised concerns regarding the methods currently utilized to notify employees of a pending job offer. As a result of these discussions, the parties agreed to meet within 90 days following ratification of the UAW-GM National Agreement to evaluate other delivery options including the use of current technology for notification of a pending job offer.

OCT 25 2015  
DATE INITIALED: \_\_\_\_\_

INITIALED BY PARTIES: my BR

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF EMPLOYEE PLACEMENT  
SUBCOMMITTEE**

**SUBJECT: EMPLOYEE PLACEMENT  
CONFERENCE**

Following the 2015 National Negotiations, an Employee Placement Conference may be scheduled during the term of the Agreement as determined by the Vice President and Director of the UAW-GM Department and the Vice President, Labor Relations.

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DATE INITIALED: \_\_\_\_\_

INITIALED BY PARTIES: \_\_\_\_\_

OCT 25 2015

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NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF EMPLOYEE PLACEMENT  
SUBCOMMITTEE**

**SUBJECT: Job Swaps – Plants within the Area  
Hire**

During the current National Negotiations, the Parties discussed issues concerning "job swaps." The feasibility of these moves will be discussed and reviewed by the National Parties, taking into consideration Appendix A Placement steps, other applications on file for the plants involved, operational impact, etc., before any such "job swap" transfers will be considered.

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OCT 25 2015  
DATE INITIALED: \_\_\_\_\_  
INITIALED BY PARTIES: msy BR

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF EMPLOYEE PLACEMENT  
SUBCOMMITTEE**

**SUBJECT: Employee Placement Manpower  
Meeting**

During the 2015 National Negotiations, the UAW raised concerns regarding the availability of information pertaining to manpower and employee placement. In order to address these concerns, the parties agreed that within 90 days of ratification of the National Agreement, the National Parties will meet to establish a monthly manpower meeting to discuss current manpower data and anticipated employment events. Potential agenda items may include information relative to known hiring, layoff, placement and supplemental employee activity.

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DATE INITIALED: OCT 02 2015

INITIALED BY PARTIES: BR MEJ

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NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF EMPLOYEE PLACEMENT  
SUBCOMMITTEE**

**SUBJECT: Monthly/Quarterly Manpower Reports**

During the 2015 National Negotiations, the UAW requested information regarding employment data. It was agreed that on a monthly basis, Management will provide UAW employment reports reflecting prior month-end data to the UAW Placement Department. Quarterly employment reports will also be provided in the months of January, April, July, and October.

xepmqrA01

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DATE INITIALED: SEP 14 2015

INITIALED BY PARTIES: 

324



**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF EMPLOYEE PLACEMENT  
SUBCOMMITTEE**

**SUBJECT: Placement In Customer Care and  
Aftersales (CCA)**

During these negotiations, the parties affirmed the following existing agreements and practices referenced in Appendix A of the National Agreement concerning Employee Placement in Customer Care and Aftersales (CCA) plants:

- The Agreement dated March 28, 2008 which established that non-CCA production employees are not eligible to transfer into CCA plants
- CCA Employee Placement practices agreed to in August, 2009, which provided specific placement steps to enable CCA to become more cost competitive
- CCA practices agreed to on March 24, 2014, which provided that active employees working in CCA locations without excess may volunteer and be considered for placement into CCA openings within their area hire

In accordance with these agreements, CCA employees may transfer to non-CCA plants pursuant to the provisions of Appendix A.

Additionally, openings within CCA involving the transfer of regular active employees are not subject to the provisions of Appendix A, step (E) for other-than-skilled employees.

OCT 25 2015

DATE INITIALED: \_\_\_\_\_

INITIALED BY PARTIES: MEY BR

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF EMPLOYEE PLACEMENT  
SUBCOMMITTEE**

**SUBJECT: Employee Placement System - Skilled  
Requisitions**

During the 2015 National Negotiations, the UAW raised concerns regarding the specific skilled trades classifications not being shown in the summary of requisitions reflected in the Employee Placement System. The following is agreed to as a result of discussions between the parties:

- The Joint Placement team will work with the CHR Management Information System (MIS) group to determine the feasibility of having the summary information reflect the specific skilled trades classifications for the applicable requisitions.

DATE INITIALED: SEP 08 2015

INITIALED BY PARTIES: 

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF EMPLOYEE PLACEMENT  
SUBCOMMITTEE**

**SUBJECT: Special Transfer: Skilled Trades**

The parties held extensive discussions concerning skilled trades openings throughout the Company. The Union expressed a desire to offer skilled trades journeypersons who were displaced from their prior location, an opportunity to return to their former community. Since the 2009 Addendum, the parties have worked continuously to address this issue on a case by case basis. In the effort to accommodate skilled trades transfers, the parties have utilized Skilled Trades Placement Memorandums and the hiring of new skilled tradespersons.

The parties have identified those skilled trades employees who were displaced, and will continue efforts to return the skilled trades employees to their former community. The parties have agreed to continue their current policy of making efforts to accommodate skilled trades employee transfer requests from sending locations where a backfill is required.

OCT 25 2015

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**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF EMPLOYEE PLACEMENT  
SUBCOMMITTEE**

**SUBJECT: 2015 Special Transfer Agreement**

During the 2015 National Negotiations, the Union expressed a desire that employees who previously relocated to other facilities due to plant closings and involuntary transfers, be given an opportunity to return to their home plant, area hire or a facility in closer proximity to their home plant when there is no area hire. Therefore, the National Parties have agreed, on a one time basis, to a temporary modification to Appendix A of the 2015 National Agreement, which will allow certain production employees, who have met the transfer duration conditions set forth in Paragraph (96a)(2), and the criteria established by the National Parties, to make application for transfer to their original home plant, home plant community (area hire) or to a plant closer to their home plant if no community is applicable (as may be the case with a remote closed plant, e.g. Shreveport). Eligible employees who apply will be considered for placement before Appendix A Step C (Extended Area Hire).

1. Placement opportunities will be contingent on approved requisitions to fill openings for regular active employees.
2. This understanding is applicable to those employees meeting established criteria and those who applied, but did not receive a job offer under the 2012 Special Transfer MOU and/or became eligible following that agreement due to facility closings and/or involuntary transfers between October 5, 2009 and September 1, 2015.
3. Skilled trades employees working in skilled trades classifications are not eligible.

OCT 25 2015  
DATE INITIALED: \_\_\_\_\_

INITIALED BY PARTIES: MEY ER

4. Employees will be made job offers in seniority order. In the event two or more employees have the same longest unbroken seniority date, the employee's entire GMIN number in ascending order will be used as the tie breaker.
5. This agreement will become null and void at the point each eligible applicant has received one (1) transfer offer or at the expiration of the 2015 UAW-GM National Agreement.
6. Employees who transfer to another location pursuant to this understanding will be entitled to receive a Basic Relocation Allowance (excluding former Spring Hill employees currently working at the Bowling Green Assembly plant). Employees who transfer will not be eligible for transfer to any other GM location for a period of one (1) year.
7. Employees desiring transfer under this agreement are required to submit an application expressing their interest in transferring to their home plant or any plant in their former community (area hire). In the event their home plant does not have an area hire, the employee may transfer to a plant closer in proximity to their home plant (excluding CCA, GMCH and locations with innovative staffing agreements as designated by the National Parties).
8. Affected employees are eligible for one (1) offer to transfer. Employees will have eight (8) days from the offer letter date to make a decision to accept or decline the offer. An employee's refusal of an offer will be considered as fulfilling the Company's obligation.
9. Transferred employees shall establish plant seniority at the secondary plant as provided in Appendix A, Section VII, Application of Corporate Seniority. Active employees who apply for and are placed pursuant to this understanding will terminate seniority at their current location.
10. Effective dates of transfer for such employees will be determined taking into consideration

plant operational quality and effectiveness. Use of temporary employees at both the sending and receiving locations during transition periods will be pursuant to the Memorandum of Understanding – Workforce Composition.

11. Communication regarding these special provisions and the application will be sent via Federal Express to the address of record of the affected employees.

Any unforeseen issues surrounding this agreement will be discussed promptly between the parties for resolution.

International Union, UAW

General Motors LLC

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Date: \_\_\_\_\_

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: Alternate Health & Safety Training**

During these negotiations, the parties discussed the need to further advance the Alternate Health & Safety Representatives' skill sets. The parties agreed to provide additional safety training beyond the training offered at their facilities, as designated by the NJC.

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DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES: JA DE

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NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**


**SUBJECT: Aetna Workability Management  
System**

The Company agrees to continue to provide information to the National Joint Parties which is pertinent to the joint investigation of health and safety issues. To that end, the Company will provide access and training to obtain incident/injury information within the Aetna Workability Management System to the National Joint Parties until such time as the Components facilities are transitioned into the Medgate system.

xawmsA01

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DATE INITIALED: **SEP 01 2015**

INITIALED BY PARTIES: 

332

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: Health & Safety Conferences and  
Seminars**

During these negotiations, the parties discussed the existing agreements and practices regarding the Joint Health and Safety Training Conference and Black Lake Seminars. The discussion centered on the timing and planning for execution of these events in maintaining a process to ensure the ongoing educational advancement of our safety professionals.

As a result of those discussions, the Company reviewed with the Union plans to conduct the joint Health and Safety Conferences and Seminars in the following manner:

- The Joint Health and Safety Training Conference will be held biannually (every two years) at a location mutually agreed to by the UAW Vice President and Director GM Department and the GM Vice President of Labor Relations.
- The annual Black Lake Week Seminar will continue to occur
- An additional Black Lake Week Seminar will be scheduled during the off years of the Joint Health and Safety Training Conference
- The NJC will determine participants for each Conference and Seminar

The parties believe that their innovative approach to the Joint Health and Safety Training Conference and Black Lake Seminars will provide a robust learning experience for our UAW-GM Health and Safety Professionals.

DATE INITIALED: **SEP 11 2015**

INITIALED BY PARTIES: 

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: Emergency Response Teams**

During these negotiations, the parties discussed certain issues related to Emergency Response Teams.

The Company Health Services Director has established and updated the guidelines for Emergency Response Teams and will continue to review recommendations made by the NJC for guideline improvements.

The parties agree that the PSRB at each site will ensure that an emergency response plan is in place which addresses all Emergency Response Team (ERT) training, concerns, and situations specific to their site. Furthermore, the composition of the ERT will include UAW-GM employees, on a voluntary basis. In addition, the Company will ensure a dedicated means of medical transportation is available at all sites. Unresolved issues or concerns can be referred to the Divisional Safety Review Board Co-Chairs.

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DATE INITIALED: **SEP 11 2015**

INITIALED BY PARTIES:



NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: Emergency Response Training  
Electricians**


During these negotiations the parties discussed the potential of electrical shock hazards associated with an Electrician's normal duties. In the event an Electrician experiences an electrical shock while performing a task, the need for immediate medical response may exist.

To increase the potential for a life-saving response in the event of a significant electrical shock, all electricians shall be offered and highly encouraged to attend CPR/AED/ First Aid training at their site. This training will be provided by site UAW-GM safety trainers who have been trained and certified in this course at the UAW-GM Center for Human Resources.

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DATE INITIALED: AUG 24 2015

INITIALED BY PARTIES: 

335

**NEW**

**(NOT TO BE PUBLISHED)  
EXCERPTS FROM MINUTES OF HEALTH &  
SAFETY COMMITTEE**

**SUBJECT: Ergonomics Design Process 21 (EDP 21)**

During these negotiations, the parties re-confirmed the importance of the Ergonomics Design Process 21 (EDP 21).

General Motors and the UAW agreed that a UAW-GM Ergonomics Risk Factor evaluation will be required to open and close issues. Ergonomic issues may be opened on the plants' six-month clock, as identified in EDP 21 for the use in UAW-GM facilities. These issues will be tracked in the Technical Ergonomics Database (TED).

The parties further agreed to update the EDP 21 Guidelines, as required.

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: Electronic Tablets**

During these negotiations, the parties discussed the potential use of electronic tablets for Health & Safety Representatives, including IH Techs and JETTS. The parties agree to conduct a feasibility study, in conjunction with other functions of the business, to determine the capabilities of and applications to be included on electronic tablets for safety use in UAW-GM represented facilities. Based upon the results of this study, including a financial business case analysis, the parties will make recommendations to the NJC.

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES: 



NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**Subject: Ergonomics Job Analysis Tools and  
Measurement Devices**

During these negotiations, the parties reviewed additional enhancements to the job analysis tools and measurement devices that are utilized, as needed, within the Ergonomics Evaluation Process.

The parties agree the job analysis tools used by the JETTs are:

- UAW-GM Risk Factor Checklist (RFC)
- Hand Activity Level (HAL-TLV)
- UAW-GM Skilled Trades Interview Form
- UAW-GM Snook Tables
- University of Michigan 3-Dimensional Static Strength Prediction Program Equations
- Statistical Analysis Tool
- UAW-GM Energy Expenditure Program
- 1981 and 1991 NIOSH Lifting Equations
- Rohmert-Rose Fatigue Recovery Curves ( UAW – GM Recovery Tool)

The joint parties will review and may recommend additional improvements to the Risk Factor Checklist (RFC).

The parties agree the measurement devices to perform job evaluations used by the JETTs (in accordance with Document 7, MOU Health and Safety, Section I) are:

**Force Gauges**

1. Mark 10 Force Gauge - MG100 and attachments
  - a. G1019 padded attachment
  - b. G1024-1 Extension rod 5"
  - c. G1024-1 Extension rod 2"
  - d. G1024-1 Extension rod 1"

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SEP 01 2015

DATE INITIALED: \_\_\_\_\_

INITIALED BY PARTIES: \_\_\_\_\_

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- e. G1011 Rubber tip
- f. G1009 Compression plate 2"
- g. G1028 Small hook

- 2. Hoggan Digital Palm Gauge w/ Attachment  
Model #: Ergofet 150
- 3. B&L Pinch Gauge - Model #: PG30
- 4. Jamar Hydraulic Hand Dynamometer - 200lbs  
Model J00105

The above force gauges should be calibrated annually.

Other items:

- 1. Digital camera with video capability of at least 2 minutes
- 2. Simple scale
- 3. Goniometer
- 4. Strap Wrench
- 5. Digital Calipers
- 6. Tape measure, Ruler, & Calculator
- 7. Plumb bob

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: ERGONOMICS PROGRAM  
ENHANCEMENTS**

During these negotiations the parties discussed additional enhancements to the UAW-GM Ergonomics process. The parties agreed that thirty (30) days after ratification, the Ergonomics Committee of the National Joint Committee will meet and set timelines to:

1. Continue to use the Ergonomic Implementation Guide as formal documentation of the UAW-GM Ergonomics Process.
2. The parties agree to continue to provide the UAW and GM Ergonomics Program Managers administrator access for all UAW plant Technical Ergonomic Databases. Additionally, future revisions to the Technical Ergonomics Database (TED) used at UAW represented plants will be made with input from the UAW.
3. The joint parties agree to use the GM Ergonomics Guideline to evaluate and analyze Small Lot Material Handling Operations.
4. Purchase (6) Industrial Lumbar Motion Monitors from NexGen Ergonomics, model number (iLMM3). Additionally, the Joint Parties will review and recommend the purchase of additional ergonomic analytical equipment for use at the UAW-GM Center for Human Resources (CHR) for training and evaluation. The NJC will evaluate the appropriateness of the expenditure from National Joint Funds.

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES:



5. Utilize the updated Electronic Risk Factor Checklist and investigate ways to enhance the Technical Ergonomic Database (TED) for importing, storage, and analysis of data. Results will be reported for review and approval by the NJC.

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: GM SUBSYSTEMS LLC, SAFETY**

The parties extensively discussed the need to provide adequate Safety training and have agreed that Safety training, for UAW-represented employees who are employed and directly supervised by GM Subsystems Manufacturing, LLC (Subsystems) or Company supervisors and perform work on the same property as Company hourly employees, will be provided by UAW-GM T3 trainers consistent with NJC requirements and local plant initiatives.

It is understood that the intent of this agreement is not to trigger the assignment or appointment of additional training resources at these locations. Furthermore, it is not the intent of this agreement to "retrain" individuals that have previously received the training in question, but instead it is intended to address training needs going forward. Additionally, the maintenance and retention of training records will be the responsibility of Subsystems.

Notwithstanding the Company's agreement to assign its resources to this training, the parties agree that Subsystems' employees are not employees of the Company, not covered by any provision of the GM-UAW National Agreement, including related excerpts or understandings, its Supplements, nor members of a bargaining unit that includes Company employees.

DATE INITIALED: SEP 14 2015

INITIALED BY PARTIES: AA MSY

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: Joint Company Research Funding**

During these negotiations, the joint parties discussed the need to further advance joint company research funding efforts. The parties agreed to convene within 90 days of ratification of the agreement to develop a research agenda in the following areas:

- Accident prevention to eliminate fatalities
- Industrial Hygiene sampling, exposure assessments and medical surveillance
- Breast cancer prevention

The research agenda will be circulated to both governmental and non-governmental agencies as well as select university researchers for the purpose of generating collaboration in these areas of research. Funding for research projects or studies that are identified through this process will be requested by the joint parties through the National Institute of Health Care Reform for a total not to exceed \$333,000.

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DATE INITIALED: OCT 02 2015

INITIALED BY PARTIES: BR mej

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**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: Joint Development of Safety Systems**

During these negotiations the parties had extensive discussions related to the joint development and refinement of the UAW-GM safety system, standards and requirements deployed at UAW Represented sites.


The parties agree that both General Motors and the UAW are committed to the highest levels of Health and Safety for every person that enters our facilities. The parties also agree that Health and Safety systems, standards and requirements are developed for global application within GM. However, it is understood that specifically for application at UAW represented sites, there may be occasions when the parties agree to modify or customize the global safety system, standards or requirements to comply with OSHA standards and UAW-GM Health and Safety systems.

The Company agrees to work with the UAW as a joint partner to develop and/or refine Health and Safety systems, standards, requirements and the applicable communications, for implementation at UAW represented sites. The company also agrees to provide appropriate training, tools and equipment to UAW International Representatives, UAW Health and Safety Representatives (including Alternates) IHT/JETTs, T3 trainers, members of skilled trades safety teams, and UAW Special Assigned to enable them to perform their jobs at the highest level, and to assist GM in becoming the global leader in safety

xjdssB02

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DATE INITIALED: **SEP 01 2015**

INITIALED BY PARTIES: 

**344**



NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: Health & Safety Training Programs**

The Parties had extensive discussions regarding Health and Safety training programs and jointly agree that these programs are integral component of the UAW-GM Safety System. The NJC will review existing programs and training and modify them as appropriate to ensure that all relevant government requirements are met and that appropriate training will be made available where necessary. In addition, this provides the opportunity for the parties to add training as new technology and methodology becomes available.

xhstpA01

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DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES: BR JL



**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: Health and Safety IH/ErgoIHT-ERGO**

During these negotiations the parties discussed the enhancement of the roles of the UAW Industrial Hygiene Technician – Joint Ergonomic Technician (IHT –JET).

The parties agree 90 days after ratification of the National Agreement to conduct a six month study at all facilities to identify potential gaps in standardized work of the IHT-JET to determine the need for additional plant support.

At the conclusion of this study, recommendations will be made to NJC & PSRB at individual facilities for additional support, if needed.

DATE INITIALED: SEP 11 2015

INITIALED BY PARTIES:

Handwritten initials of two parties, likely representing the UAW and the employer, in blue ink.

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: JOINT HEALTH & SAFETY  
TRAINING EQUIPMENT**

During these negotiations, the parties discussed the need for appropriate Joint Health and Safety Training equipment:

- The joint parties agree to assess the need for props and lifts to support joint health and safety training requirements and to make recommendations to the Joint Activities Executive Board for approval and purchase for the UAW-GM Center for Human Resources.
- The existing UAW-GM Health and Safety Technology and Training Team will meet to define the scope and budget requirements for submission to the Joint Activities Executive Board for approval and purchase of a flexible hands-on robotic training cell to meet UAW-GM Center for Human Resources training requirements.
- A joint team will be established to develop a process to ensure accessibility of Electric/Hybrid vehicles for training performed at the CHR within 30 days following ratification of the agreement. Progress toward plan completion will be monitored by the NJC.

The parties agree that meetings will take place within 30 days following ratification of this agreement to discuss implementation of these plans. Progress toward plan completion will be monitored by the NJC.

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DATE INITIALED: AUG 24 2015

INITIALED BY PARTIES: BR DC

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: Health and Safety Audit Process**

The parties reaffirm the joint team, under the direction of the NJC, will review the current Joint Health and Safety Audit process, as compared to audit industry standards. Additionally, this team will make recommendations to improve the effectiveness of the current audit process, including content, structure, and auditor training/certification. The team will discuss and develop strategies for conducting audits at targeted facilities at any time without notification.

DATE INITIALED: SEP 11 2015

INITIALED BY PARTIES: ER R

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM MINUTES OF HEALTH &  
SAFETY COMMITTEE**



**SUBJECT: OSHA Activity Notification**

During these negotiations, the parties discussed issues related to notifying the UAW-GM Health and Safety Department when OSHA citations, communications, findings, and settlements are issued to UAW-represented facilities.

The Company agrees to provide this information to the UAW on a monthly basis, to allow sufficient time for the appropriate processing and distribution of this material. Additionally, the Company, through the Local Joint Health and Safety Teams, will notify the National Joint Parties of any on site visit or employee complaint investigation made by OSHA or an equivalent state agency, as soon as practicable, but no later than the end of the shift on the day of the interaction.

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DATE INITIALED: SEP 01 2015  
INITIALED BY PARTIES:  

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

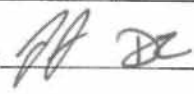
**SUBJECT: Sentinel Event Communication**

The joint parties support the active identification of sentinel events as a means of eliminating fatalities within our facilities. The Company agrees to provide the joint parties with access to, and training for, the Sentinel Event database for all UAW-GM facilities.

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DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES: 

350

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: SHARING SAFETY PRACTICES**


The parties recognize the significant gains made through our joint efforts in developing and implementing safety practices and training in all UAW-GM facilities. The NJC will encourage the continuous improvement efforts of the Local Parties. To this end, Local Parties have the support of the NJC to work together to identify opportunities to improve the overall health and safety of their workforce. This may include health and safety processes that exceed current standards set by the UAW-GM CHR, but do not violate any current federal or state regulations. In addition, issues raised regarding existing health and safety processes that cannot be resolved at the local level, may be referred, by either party, through the Plant Health and Safety Issue Resolution Procedure contained in Document 7 of National Agreement.

We also recognize the benefits our leadership and efforts in health and safety can bring to the auto industry as a whole. In this regard, we will work together with other recognized leaders in workplace health and safety, such as the National Safety Council, to explore innovative ideas of sharing safety practices and training wherever possible, including with UAW-represented suppliers.

The National Joint Committee on Health and Safety (NJC) will meet and develop recommendations to accomplish our objectives in this area. The NJC will report their recommendations to the Vice President of the UAW-General Motors Department and the GM Vice President of Labor Relations for consideration.

SEP 01 2015

DATE INITIALED: \_\_\_\_\_

INITIALED BY PARTIES:  \_\_\_\_\_



NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**

**SUBJECT: T3 Trainers JAS Access**

All UAW-GM T3 Health and Safety Trainers will be granted access to Joint Activity System (JAS).

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DATE INITIALED: AUG 24 2015

INITIALED BY PARTIES: 

352



NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF HEALTH & SAFETY SUBCOMMITTEE**


**SUBJECT: Third Party PSRB Participation**

The joint parties discussed the value of involving on-site, third party service providers in the PSRB. It was agreed that, as appropriate and at the discretion of the Local Key 4, Managers and/or Chairpersons representing these service providers, will be encouraged to participate in PSRB meetings.

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DATE INITIALED: SEP 08 2015

INITIALED BY PARTIES: 

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**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF JOINT PROGRAMS SUBCOMMITTEE**

**SUBJECT: ADAPT Advisory Board**

During these negotiations the parties discussed the value of the ADAPT Program in placing employees who may be retained at work, or returned to work from Sickness and Accident or Worker's Compensation Leave within their physical restrictions in accordance with Local and National Bargaining Policies.

The National Parties also held extensive discussions involving the need to review and evaluate opportunities, reduce redundancies, streamline processes, apply flexibility where appropriate, and utilize current technologies to ensure continuous improvement of the recently enhanced ADAPT Program.

To ensure that a common and consistent message regarding the ADAPT Program is conveyed, the National Parties will promote the ADAPT Program video(s) for use in multiple purposes and venues.

The National parties agree to reconvene, if needed, an ADAPT Advisory Board that would review the ADAPT Program implementation, administration, and best practices. The ADAPT Advisory Board would be comprised of representatives from select Local Joint ADAPT Teams and General Motors Health Services.

The parties also discussed a National ADAPT meeting would be appropriate to disseminate new and updated ADAPT processes during the life of this agreement.

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES OF JOINT  
PROGRAMS SUBCOMMITTEE**

**SUBJECT: ADAPT Program**

During the current negotiations, the National Parties reaffirmed the ongoing commitment to jointly support the UAW-GM ADAPT (Accommodating DisAbled People in Transition) Program.

The Union expressed concerns regarding cost effectiveness associated with the successful implementation of the recently enhanced ADAPT Program. Furthermore, it was agreed that the National Parties will continue to review and evaluate all cost savings opportunities, reduce redundancies, streamline processes, apply flexibility where appropriate, and utilize current technologies to ensure continuous improvement of the current ADAPT Program.

The National Parties agree to reconvene to discuss the scope of the above mentioned elements.

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES: MSY BR

NEW

(NOT TO BE PUBLISHED)


**EXCERPTS FROM THE MINUTES  
OF JOINT PROGRAMS SUBCOMMITTEE**

**SUBJECT: Joint Programs - Funding**

During the current negotiations the parties discussed the implementation of a new General Motors Financial system. The discussion centered on the transition to a new accounting system and the effect of such transition on those employees responsible for reconciling Local Joint Fund balances.

As a result of those discussions the Company reviewed with the Union plans to develop and implement a procedure that would allow UAW-GM Center for Human Resources personnel and those responsible for handling funding at each location to accurately track and reconcile Local Joint Funds.

DATE INITIALED: AUG 24 2015

INITIALED BY PARTIES: 

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES OF JOINT  
PROGRAMS SUBCOMMITTEE**

**SUBJECT: UAW-GM Launch Training**



During the current negotiations, the National Parties committed to jointly support the UAW-GM Launch Training Process. Flawless launches continue to be a strategic priority, enhanced by our joint relationship in the Launch Training/Manufacturing Learning Team.

The National Parties endorse the UAW-GM Launch Training Process that supports the joint development, implementation and analysis of the launch training plan by using standardized work and global tools which is exemplified by the following:

- Engaging leadership to understand & support training activities deemed necessary by technology
- Working to document new equipment & technology scheduled to impact the plant
- Drafting initial technical training requirements
- Training launch training coordinators in standardized work and common launch tools
- Providing ongoing support to ensure the launch training plan is relevant to program milestones
- Supporting activities and communications to enable training plan development (i.e., Launch Training Master Dot and Launch Wall processes)
- Utilizing a launch training schedule and curriculum matrix to align and measure launch training delivery and effectiveness
- Collecting lessons learned/best practices

As a result of these discussions, the National parties acknowledge the joint role of the Launch Training Coordinators, to support accomplishing the deliverables of the Launch Training Process by monitoring and evaluating all components of the Launch Training Plan and its associated complexity.

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES:  



NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF JOINT PROGRAMS SUBCOMMITTEE**

**SUBJECT: Joint Skill Development and Training**

During the current negotiations, the parties discussed the need to ensure that all Internationally Appointed Representatives assigned to plants and operations and their counterparts, where applicable, have the basic skills and knowledge necessary to perform their job duties. As a result of these discussions, it was mutually agreed that the UAW-GM Center for Human Resources will define a required common core curriculum. Once defined, this curriculum must be completed within one year of the appointment or proof provided of previous coursework. This curriculum will be supplemented by required training specific to each of their respective area of responsibilities.

Within 90 days of ratification, the parties will convene a joint cross-functional task team to determine content and duration of the core curriculum and present to the Executive Board-Joint Activities for review and action.

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DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES: 

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF JOINT PROGRAMS SUBCOMMITTEE**

**SUBJECT: PRE/POST-RETIREMENT**

During the current negotiations, the parties discussed several matters regarding the successful Pre/Post-Retirement Program.

It was agreed that Pre/Post-Retirement information will be included in the CHR-developed new hire orientation materials with continuing an emphasis on encouraging all employees on the necessity of safeguarding their financial future. The Pre/Post-Retirement Participants Handbook, Facilitators Manual, training and support materials will be jointly updated, on an as needed basis, by the Pre/Post-Retirement Program Administrators at the UAW-GM Center for Human Resources. Additionally, the Pre/Post-Retirement materials will continue to be made available via the internet and CHR website.

Problems encountered in scheduling or facilitating pre/post-retirement sessions should be raised with the Pre/Post-Retirement Program Administrators at the UAW-GM Center for Human Resources for joint investigation and resolution.

Additionally, costs associated with the above are an appropriate expenditure of National Joint Funds and/or Local Joint Funds.

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES: 



**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF JOINT PROGRAMS SUBCOMMITTEE**

**SUBJECT: Regional and National PEL**

During the current negotiations the parties discussed several matters regarding the Regional and National PEL Programs. The discussions centered on the need to keep materials up-to-date and relevant to the challenges facing both the Company and UAW-represented GM employees, and the feasibility of a National PEL Program.

With respect to the Regional PEL Program, it was agreed that materials would be updated as required by the National Program Administrators located at the UAW-GM Center for Human Resources. The parties agreed that six (6) Regional PEL sessions per year would continue to be supported per the PEL administrative guidelines approved by the UAW-GM CHR Joint Activities Board of Directors.

The number of participants from each plant will be determined on a case-by-case basis by the Key Four.

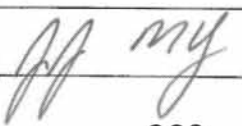
Costs associated with the Regional PEL Program are an appropriate expenditure of National and/or Local Joint Training Funds, as directed by the National Parties.

Regarding the National PEL Program, the UAW-GM CHR Joint Activities Board of Directors agreed to make the National PEL Program an agenda item for consideration at UAW-GM CHR Joint Activities Board of Director's meetings during the life of this agreement.

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DATE INITIALED: AUG 24 2015

INITIALED BY PARTIES: 

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**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF JOINT PROGRAMS/EDUCATION AND  
TRAINING SUBCOMMITTEE**

**SUBJECT: Training Development Planning**

During the current negotiations, the parties discussed the Training Development Planning Process (TDPP) used for addressing the training requirements of UAW-GM employees. The parties recognized that in order for the TDPP to continue to be successful, it must be supported by a robust electronic system.

As a result, the parties agreed that the Training Plan Administration System (TPAS) would continue to support TDPP for the purpose of implementing, planning, tracking and reporting jointly agreed upon training for UAW-GM employees. Relevant training data will be fed into TPAS from GM's Global Learning Management System (LMS) and/or other appropriate company systems.

The Company will also be responsible for deployment, maintenance and support of TPAS.

It is understood that the parties will provide joint input into GM's LMS that will be used to provide TPAS functionality and support for TDPP.

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DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES: 78 DC

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**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF JOINT PROGRAMS/EDUCATION AND  
TRAINING SUBCOMMITTEE**

**SUBJECT: Training Programs**

During the current negotiations the parties discussed the UAW-GM Center for Human Resources (CHR) role in coordinating ongoing communication with the appropriate parties to ensure that training programs are continuously updated to reflect the needs of the local plants. Additionally, the Union raised concerns relative to the availability of UAW-GM employees to attend jointly identified plant training courses. As a result of these discussions, it was mutually agreed that to serve the needs of the UAW-GM members and the Company, the National Joint Skill Development and Training Committee will convene meetings to:

- Ensure the Union is fully involved in all phases of training including launch when UAW represented employees will be impacted.
- Monitor results of the Training Development Planning Process Reviews.
- Review Training courses currently used for the professional development of Doc. No. 46 representatives.
- Review all CHR Courses used by the UAW-GM membership to evaluate the effectiveness of technology, objectives, and materials used in these courses.
- Review and evaluate support requirements from the technical training community.
- Evaluate feasibility of providing Train-the-Trainer (T-3) training at the CHR for certain technologies.

In order to provide for meaningful discussions, these meetings will include joint representation from the plants, the CHR and Group/Divisional training activities. It is understood that recommendations resulting from these meetings will be presented to the

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DATE INITIALED: **SEP 01 2015**

INITIALED BY PARTIES: ETR DC

National Joint Skill Development and Training  
Committee for their review and action.

Additionally, the National Parties reaffirmed the importance of maintaining the agreed upon joint training review meetings with the Group/Divisional LR Directors and/or Training Directors, and periodic meetings with the Manufacturing Managers to discuss joint training programs.

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF QUALITY NETWORK SUBCOMMITTEE**

**SUBJECT: Departmental Activities**

The National Parties agreed that General Motors' Global Manufacturing System is the single system to be used in all UAW represented locations. An important step in this transition, recognized by both Parties, is to ensure the UAW-GM Support Staff's materials and websites are supportive of this single system.

To that end:

- within 90 days after the ratification of GM-UAW National Agreement, the Co-Directors of the UAW-GM Leadership Council Support Staff will form a team tasked to make recommendations to the Co-Directors on the changes needed to update the departmental printed material, SharePoint site, and the Joint Activity System (JAS).
- within 90 days after the ratification of GM-UAW National Agreement, the Co-Chairs of the UAW-GM GMS Steering Committee will form a team tasked to make recommendations to the Co-Chairs on training requirements for Document 46 GMS representatives and their management counterparts.
- within 120 days of the ratification of GM-UAW National Agreement, the Co-Directors of the UAW-GM Leadership Council Support Staff will form a team tasked to make recommendations to the Co-Directors on the changes needed to update the Product Quality Resolution Process.

DATE INITIALED: OCT 23 2015

INITIALED BY PARTIES: MEG [Signature]



**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF QUALITY NETWORK SUBCOMMITTEE**


**SUBJECT: Maintenance**

During these negotiations, The National Parties discussed the importance of engaging all team members, including maintenance, in fully implementing and executing GMS. A focus during those discussions was a Union concern regarding certain functions that were previously documented as part of the QNPM process such as the use of MAXIMO (CMMS), CAC (maintenance planning), and predictive tools.

During those meetings, Management advised the Union that all GMS principles and elements support all team members including maintenance and is the single, common system to eliminate waste, continuously improve business results and deliver quality to the customer. Specific to the concerns shared by the Union, Management assured the Union GMS Statements include Total Productive Maintenance requirements which fully describe maintenance planning functions, use of the CMMS and predictive maintenance tools and processes.

At the conclusion of those discussions, the Parties agreed the UAW-GM Local Leadership Council is the Steering Committee supporting local GMS implementation and execution and is tasked to ensure appropriate resources are deployed. The Parties further agreed that the support of all team members in all functions in the execution of GMS through the UAW-GM GMS Steering Committee, reporting to the UAW-GM Leadership Council, is effective and beneficial to all UAW represented locations and its members.

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES: 

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF QUALITY NETWORK SUBCOMMITTEE**

**SUBJECT: Team Leaders**

During the course of these negotiations, General Motors and the International Union, UAW, held extensive discussions about the importance of implementing and executing the Global Manufacturing System (GMS) in its entirety. Both parties agree that the full implementation and execution of GMS is the cornerstone of job security for all General Motors team members.

A focus of these discussions was the important role the production and skilled trades team leader have in the overall success of implementing and executing GMS. Furthermore, in teams where the Team Leader position is necessary, effort will be made to ensure Team Leaders have time to perform their roles.

To that end, it was jointly agreed to utilize the UAW-GM Leadership Council structure, and other work groups as necessary, to analyze opportunities to improve Team Leader capability and availability. This effort will include identification of practices and the development of processes that provide for the ongoing support of the Team Leader function in areas such as roles and responsibilities, selection, evaluation, training and development, etc.

Accordingly, the parties agreed to work together to consistently implement and execute those processes which meet or exceed the Global GMS Core Requirements.

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES: 



NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: Apprentice Committee Community  
Outreach**

During the current negotiations, the GM-UAW Skilled Trades and Apprentice Committee discussed the role of the National and Local Apprentice Committees as it relates to Community Outreach. The International Union expressed their desire to reach a greater cross-section of the general population and increase awareness of skilled trades opportunities within the communities where General Motors has facilities.

As a result, the National Parties recommend that Local Apprentice Committees actively seek opportunities to engage with local educational institutions and other outreach programs to inform and expose students to potential careers in skilled trades. Key Four approval will be required for all Local Apprentice Committee Community Outreach Activities, including Local Joint Funds, where deemed appropriate.

DATE INITIALED: SEP 11 2015

INITIALED BY PARTIES: MEY BR

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: GM-UAW Skilled Trades & Apprentice  
Committee Apprentice Program Guidelines**

During these Negotiations, the Parties held discussions regarding a comprehensive revision of the current apprenticeship program. In this regard, while protecting the contractual and legal integrity of the Program, the Parties have agreed to update the current Apprentice Program Guidelines in a manner that will ensure compliance with the UAW-GM National Agreement and the United States Department of Labor Apprenticeship Standards. Inclusive to the modifications will be the redirection of the updated apprentice training schedules from the National Agreement to the Local Apprentice Committee Member Website.

DATE INITIALED: SEP 14 2015

INITIALED BY PARTIES: *JP msy*

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: GM-UAW Skilled Trades and  
Apprentice Conference Joint Training Funds**

During these negotiations, the National Parties reviewed several training initiatives impacting skilled trades that require the support of Joint Training Funds:

- All expenses associated with a Skilled Trades and Apprentice Conference for the purpose of educating/updating Local Apprentice Committees and Joint Leadership Team on negotiated changes impacting the GM-UAW Apprentice Program and other skilled trades initiatives
- All expenses associated with Apprentice Program Interviewer certification
- All expenses related to the development of educational tools needed to better prepare candidates for apprentice testing and interviewing
- Continuation of expenses associated with GMS Technologies training for Apprentices as necessary

DATE INITIALED: SEP 14 2015

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(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: Apprentice Seniority Adjustments**

During these negotiations the National Parties agreed that for administrative purposes, Paragraph 135 establishes all apprentices hired directly into the apprenticeship program, will establish seniority in their skilled trades classification pursuant to Paragraphs 57 and 58 of the National Agreement. Moreover, as a result of the above understanding, the Parties agree the provisions of Paragraph 137 (b), (c)(1), and (c)(2) are no longer applicable in terms of apprentices acquiring seniority.

DATE INITIALED SEP 01 2015

INITIALED BY PARTIES: 

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(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: APPRENTICE TESTING**

During these Negotiations, the parties held lengthy discussions regarding a comprehensive revision of the current apprenticeship program, including the recruitment, testing & assessment, selection and training processes. In this regard, while protecting the contractual and legal integrity of the Program, and ensuring the selection of the best-qualified candidates, promoting diversity of the workgroup and providing the best possible training, the following operational guidelines were established modifying many aspects of the entire process that was jointly agreed to and implemented in August, 2008:

- Following ratification of the 2015 National Agreement all interested employees who have established seniority prior to 10/1/15 will be eligible and will be given an opportunity to take the apprentice test as soon as practicable.
- Any locations that still maintain a list of candidates that tested before August, 2008 will have that list dissolved, and any of the candidates from that list will be eligible to take the current test.
- The test will be administered by the Third Party Apprentice Program Administrator who will be responsible for test delivery, security, and administration. However, the Local Apprentice Committee will be present to check credentials and provide logistical support.
- Candidates will apply, complete orientation, and pretest online prior to being eligible to take the apprentice test. In addition, they will also be able to identify other UAW-GM locations that they are interested in.
- Eligible candidates will receive an electronic invitation to the email address of record that will include the date, time, and location of the test session.

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- Communication of the test results will be emailed to each of the candidates. For those candidates who fail to meet the threshold score, the communication will include feedback on their performance.
- Seniority candidates will be eligible to test a maximum of two (2) times with at least one (1) year between tests.
- Those who have successfully passed the test, will have their names added to an interview roster of candidates that will be selected based on needs in test score order
- Once the selected number of candidates on the interview roster have completed the interview, their interview scores will be combined with their test scores, and then added to a final selection list by classification group and location. The groups include: Electrical, Mechanical and Engineering.
- The GM-UAW Skilled Trades and Apprentice Committee will determine if the testing of non-seniority candidates is appropriate.
- Non-seniority candidates with qualifying test and interview scores will be maintained on a selectable list for ten (10) years.
- Non-seniority candidates who were placed on a selectable list and eventually removed from the list due to the ten (10) year limitation will be eligible to re-test after their scores expire.
- Non-seniority applicants who fail to meet the test threshold score will not be eligible for re-testing.



**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: Document 63 & 112 Clarification**

During these negotiations the parties held lengthy discussions regarding the apprentice commitment contained within the provisions of Document 63 of the GM-UAW National Agreement. The Union expressed concerns regarding the demographics of the current skilled trades workforce and the lack of apprentices indentured over the life of the previous agreement. Management acknowledged the Union's concerns and remains committed to addressing issues associated with anticipated skilled trades attrition. Over the life of the 2011 GM-UAW National Agreement, the parties focused on the placement of excess skilled trades, and based on future manpower needs and the lack of existing skill sets, Management indentured apprentices in certain locations. Similar efforts will be continued throughout the life of the 2015 National Agreement.

Consistent with that approach, and based on future skilled trades requirements, Management plans to indenture 400 apprentices, during the life of the 2015 agreement. Per the provisions outlined in Document 112, apprentices may be indentured into one of the following classifications: Electrician, Mechanical, Die Maker, Die Welder, Metal Model Maker, Wood Model Maker, Experimental Laboratory Painter Technician, Product Painter Engineer, Assembler Inspector, Experimental Auto and Molder. The anticipated cadence of such placement will be as follows:

- 2016 - 200 apprentices
- 2017 - 75 apprentices
- 2018 - 75 apprentices
- 2019 - 50 apprentices

Additionally, in order to address immediate manpower needs, Management will continue to focus efforts on the placement of excess skilled trades, the retraining of

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those who are interested, and the hiring of new journeypersons. It is recognized that such efforts to address immediate staffing needs may not satisfy future skilled trades manpower requirements beyond the life of the 2015 National Agreement.

Also during 2015 National Bargaining, the parties updated apprentice training schedules to provide the future skill sets required to meet the technological needs of the business. As such, the current plant versatility charts must be updated to align with the revised training schedules. Therefore, new mechanical versatility tasks will be developed by the Global Maintenance Organization, in conjunction with and subject to approval by the GM-UAW Skilled Trades and Apprentice Committee, and then be distributed to the impacted locations. Furthermore, the Parties agree to the following:

- All locations will continue to utilize their current versatility chart until new versatility charts are approved and distributed by the National Parties.
- The National Parties will provide the impacted plants with a new standard versatility chart.
- The Local Apprentice Committee will compare the existing versatility charts and the new versatility plans and will provide credit to the individuals included in the cross training. If any issues arise locally, they should be submitted to the National Parties for resolution.
- The Local Apprentice Committee will continue to provide oversight. The training program will be based on an employee's ability to perform the required tasks, safely and proficiently. This training is based on the individual's capability, and will not be based strictly on hours.
- The plants required to cross train the mechanical skilled trades must successfully complete their new versatility chart training no later than July 1, 2017.

The National Parties also agree that until versatility training has been completed, the following understandings will apply:

- Employees who have been properly trained on tasks identified on the versatility chart, can perform such work on straight time and/or overtime for unscheduled maintenance, without penalty.
- Known scheduled maintenance activities, during periods of overtime, will be offered to the skilled classifications consistent with the work assignments during straight time hours.
- Skilled Trade Teams will be comprised of the proper mechanical skilled trades classifications.

The National Parties recognize that on January 1, 2016, a snapshot of the mechanical classifications will be taken. Those active skilled trades employees working in mechanical classifications, as of the date noted above, will be identified as the "Core Mechanical Team". The Parties further agree that all requisite training for Core Mechanical Team members must be completed (except for those who were not at work due to a leave or reduction in force), on or before July 1, 2017, and the following understandings will apply:

- New mechanical apprentices upon graduation, and those journeypersons involved in the cross-training, will be classified as a single Mechanical Journeyperson Classification.
- Local agreement provisions, such as: overtime, shift preference, vacations, etc. will be applicable to the Mechanical Journeyperson Classification.

The Parties further agree that any additional mechanical resources added to the mechanical classification subsequent to the January 1, 2016 date may require additional time to complete the requisite training. Once training is completed, they will receive the same treatment as the single Mechanical Journeypersons noted above.

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: DOCUMENT 138 SKILLED TRADES  
JOINT TASK TEAMS**

The parties discussed at length the Skilled Trades Joint Task Team, and acknowledged the major impact this strategy has had in closing the competitive gap in the areas of Safety, People, Quality, Responsiveness, Cost and Environmental.

The parties agree, and remain committed to the importance of both UAW and Management involvement in this team. In that regard, the GM-UAW Skilled Trades and Apprentice Committee will continue to oversee the process.

Furthermore, to better leverage the task team, Management agrees to explore additional opportunities in other areas impacting skilled trades. Potential areas the GM-UAW Skilled Trades and Apprentice Committee will consider include:

- Skilled Trades Teams
- Skilled Trades Document 63 & 112 Training
- Document 157 - PMP
- Global Facilities Initiatives
- Apprentice Program

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: E.I.T. AND E.I.T.S.**

During these negotiations, the National Parties agreed to remove a majority of the Employee-in-training (E.I.T.) and Employee-in-training seniority (E.I.T.S.) provisions and references pertaining to selection, training, seniority, wage structure, etc. from the 2011 and 2015 National Agreement.

It is understood, if the National Parties determine that business conditions warrant the placement of new E.I.T.s, the National Parties will revert back to the provisions as set forth in the 2007 National Agreement.

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: New Excerpt Engineering Viability  
Plan**

During the current negotiations the parties discussed the long term future of the North American Engineering Sites which included The Milford Proving Ground, Powertrain Pontiac Pre-Production Operations, Design Engineering Services, Flint Tool & Die, and the Warren Technical Center. During such discussions, Management advised the International Union of their intention to transfer UAW Local 659 Die Engineering Services Operations to UAW Local 659 North American Flint Tool & Die Operations in accordance with the provisions of Paragraph (96) of the GM-UAW National Agreement.

Moreover, the parties discussed the need for a viability plan that would assist in providing long term sustainability for each location to achieve competitive benchmarks in terms of quality, cost, and operational efficiencies.

As a result, the parties developed the following plan that includes:

- The acknowledgement that once die work is allocated to the consolidated North American Engineering & Tooling Center, the advanced engineering will be a collaborative effort with the salary organization beginning at Engineering Kick-Off (EKO) through Manufacturing Math Release minus six weeks (MMR-6). The final die production engineering, design, and construction will be performed by the bargaining unit.
- The Company will continue to upgrade systems and equipment at the North American Engineering & Tooling Center to maintain a World Class Facility consistent with the Business Plan, throughout the life of the 2015 UAW-GM National Agreement.
- Management's ability to move work and/or resources between engineering locations when certain sites experience a workload increase while others are operating at a reduced capacity, prior to the sub-contracting of work. Successful

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implementation of the above will require the availability of appropriate equipment and the ability to reallocate work and/or temporarily transfer employees with the requisite skill sets, by seniority among those who volunteer.

- The use of Skilled Support Operator (SSO) employees as approved by the National Parties, within established skilled trades teams. These teams will be led by skilled trades journeypersons, consistent with the GMS Memorandum of Understanding contained in the 2015 UAW-GM National Agreement.
- The early involvement of the Local New Technology Committee when new processes and/or equipment are introduced as part of the Vehicle Development Process (VDP).
- The National and Local Parties will continue to have on-going discussions to jointly improve the efficiency of the operations with the objective of creating overall job security and World Class Engineering Facilities.

Management is currently in the process of identifying potential funding for future projects, which if approved, could span the life of the 2015 GM-UAW National Agreement. Such investment combined with additional efficiency gains, cost reductions as identified above, and the cooperation of the local parties, will support the long term viability of the engineering sites.



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**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

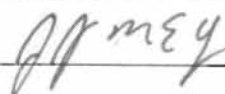
**SUBJECT: Equipment Specification Process  
(Processes and Equipment)**

During these negotiations the Union expressed concerns about earlier involvement regarding tools and equipment at the plant level.

The National Parties acknowledge that the National Agreement provides for notification as far in advance of implementation as practicable when new processes and/or equipment are being contemplated. Moreover, the parties recognize the Plant New Technology Committee is the appropriate forum for discussions regarding new processes and equipment, where the Union can provide input at the appropriate step in the Vehicle Development Process.

Local Management will describe the new processes and equipment for the Plant New Technology Committee to the extent to which such changes may affect the work performed by represented employees at the plant location involved, which may include work which is normal and historic to the bargaining unit such as; process equipment installation, debug, and equipment tryout. This will also enable the local parties to discuss the timely implementation of training that will prepare employees to perform their appropriate functions, including all GMS principles.

DATE INITIALED: SEP 08 2015

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**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: Non-Strategic Work Functions**

During current negotiations, the Company and the International Union discussed at length the Union's concern regarding the competitiveness of skilled trades employees performing project work. The parties recognize that Document 159 of the UAW-GM National Agreement has positioned the Company to compete as a World Class Maintenance Organization focusing on strategic work.

The Union requested that management assess the feasibility of providing skilled trades the opportunity to be considered for certain non-strategic work. In this regard, the parties agree that when resources are available during the timeframe a project is to be performed, the Local Unions will be afforded the opportunity to submit a competitive proposal. This proposal will be considered along with, and in the same manner as outside sources, providing all of the following requirements have been satisfied and agreed to:

- Project work will be performed on a non-precedent setting basis
- Certain local agreement provisions will be superseded for the duration of the project for those impacted employees
- Resources assigned to the project will remain "on the job" from start to finish
- Local Union to submit a total project bid proposal in line with bid package requirements

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- A 30 day advance sign up period, prior to project commencement, will be required to ensure adequate manpower will be available to support the project and other scheduled work activities
- All work assignments will be performed without lines of demarcation (per Document 112) through self-directed multifunctional GMS teams, provided the work can be performed safely
- Work assignments may require employees to work on any shift, without regard to seniority and/or shift preference (this may include the use of alternative work schedules, per the provisions of Document 158)

The National Parties will provide a templated Checklist for the Local Union to sign indicating that the aforementioned requirements have been met. Once the checklist has been completed, the Local Union will be required to submit a total project bid proposal as specified in the standard costing matrix provided by the National Parties. The GM-UAW Skilled Trades and Apprentice Committee is committed to provide training relating to this new process, when necessary.

The Local Union's Bid Proposal will be evaluated along with other outside source bids. Management will provide the Local Union with a final disposition regarding their bid proposal. If the Union's bid is business case positive, the Bargaining Unit will be afforded the work.

The National Parties acknowledge that the processes defined in this excerpt fall outside the sub-contracting provisions contained in the UAW-GM National Agreement. Any issues or

concerns may be elevated to the National Parties for resolution.

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: SKILLED TRADES LICENSE**

- The parties agreed to jointly pursue the understanding/resolution of issues involving any changes to federal, state, or local ordinances with regard to licensing or certification of skilled trades employees. Currently, local Management is empowered to reimburse skilled trades employees for any fees associated with licenses required to perform tasks assigned to them at the plant.
- It was understood between the parties that Training Guides developed for Health and Safety and Planned/Predictive Maintenance Technologies for application to approved GM-UAW Apprentice Training Schedules, are to be under the direction of, and approved by, the GM-UAW Skilled Trades and Apprentice Committee.

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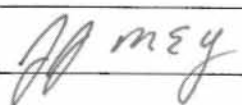
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**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: Statement on Technological Progress**

During these negotiations, the parties held extensive discussions on the introduction of new or advanced technology. The Union expressed concern that when new or advanced technology was introduced at the plant level, there was no method of notification to the International Union. To this end, Management agreed that when new technology that may impact bargaining unit members is introduced to a GM-UAW represented location, and then subsequently carried to another GM-UAW represented location, notification will be provided to the GM-UAW Skilled Trades & Apprentice Committee. In addition, any reviews or notifications may include the National Joint Committee on Health & Safety, the National Joint Skilled Development and Training Committee or the GMS Steering Committee.

DATE INITIALED: SEP 08 2015

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(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: Skilled Trades Training**

During these negotiations, the parties held lengthy discussions regarding our current skilled trades workforces' ability to maintain process equipment as it relates to new technologies. The Union expressed a desire that skilled trades employees receive appropriate training to address new technologies introduced in our facilities as well as on-going training needs. In this regard, Management has committed to deliver world class training to the applicable GM-UAW skilled trades.

In order to execute world class training, it is recognized that collaboration between the Manufacturing Engineering Group, GM-UAW National Skilled Trades & Apprentice Committee and the appropriate UAW-GM Joint Program Teams is essential. In this regard, the parties recognize the proper time to initiate such discussions should begin at the applicable step of the Vehicle Development Process (VDP), depending on the impacted group. The parties will continue to utilize the process outlined within the "Statement on Technological Progress" for conversations concerning the training needs of our skilled trades employees.

Furthermore, the parties will encourage the local Apprentice Committees and Joint Training Departments to leverage the UAW-GM Center for Human Resources Technical Training Network in addition to local educational providers, and vendors, to effectively and efficiently deliver the proper training needed for Journeypersons, Journeypersons-in-Training (JIT) and Apprentices.

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**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: WARRANTIES**

With regard to the duration of "normal warranty" as referenced in Doc. No. 100 attached to the National Agreement, the parties acknowledged that in the past a normal warranty on many items may have been for only 90 days. However, other pieces of equipment have had longer warranty periods, and some manufacturers offer longer normal warranties than in the past.

In any event, the Company recognized its responsibility to advise the Union of the type and duration of warranty work as referenced in Paragraph 183(d). The Company will remind Local Management of this obligation, with specific direction to review with the Union any current warranties on equipment in the plant that exceed 90 days. In addition, Management reaffirmed its commitment to communicate the Union's concerns to the Global Purchasing and Manufacturing Engineering Departments relative to warranty durations.

Without adding to or modifying any provisions of the National Agreement, either party may choose to pursue alleged abuses of these understandings through the applicable provisions of the subcontracting section of the GM-UAW National Agreement or through the Document 156 Joint Skilled trades Audit procedure, if appropriate.

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**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF SKILLED TRADES SUBCOMMITTEE**

**SUBJECT: Skilled Working Production**

The parties held extensive discussions about skilled trade openings throughout the Company and the Union's desire to place all eligible skilled trades journeypersons working production on a skilled trades opening. To this end, the parties have agreed to the following:

- "Matching trade" journeypersons, working in a production assignment, will be eligible to apply for skilled trades openings. Selection will be in accordance with Paragraph 152 and Appendix A of the UAW-GM National Agreement.
- When a location has been approved for apprentices, the National Parties may offer a retraining opportunity, in accordance with Document 63 of the UAW-GM National Agreement, to those "non-core" journeypersons that have submitted an application for those classifications at that location.
- Those journeypersons who submit a valid application will be given no more than one retraining offer. If that offer is refused, or a journeyperson fails to submit an application on a date established by the National Parties, no other efforts will be made to return that journeyperson to a skilled trades position.

This initiative will continue until active skilled trades journeypersons, currently working in a production assignment, as of the effective date of the 2015 UAW-GM National Agreement, have been given an opportunity to be placed in a skilled trades position.

**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF SOURCING SUBCOMMITTEE**

**SUBJECT: Administration of 2011 Agreement  
Insourcing**

Consistent with the 2011 National Agreement re: Future Work Opportunity as well as the general theme of capitalizing on competitive insourcing opportunities to increase the number of UAW represented jobs, the Parties have been and continue to work to identify and evaluate work for potential insourcing. As is clearly indicated in the National Agreement, for both Parties to benefit, the work being evaluated must be competitive as compared to the alternative of purchasing the work from the supply base. In the course of discussing these opportunities, the Parties have expressed their mutual understanding that for the Company to avoid situations that contributed to its' overall poor financial health in the recent past, the work which is to be insourced must also remain competitive over time.

The insourced work will be subject to periodic competitiveness reviews and may be resourced if found to no longer be competitive. These competitive reviews will be managed by the National Sourcing Committee. It is clearly understood that any contemplation of re-sourcing the work will be based on appropriate data and that joint actions to address the non-competitiveness will be attempted prior to any final re-sourcing decision being made. These joint actions will encompass Local as well as National items which may be necessary in order to maintain operational competitiveness.

The Parties have agreed that for insourcing decisions made between September 13, 2012 and the effective date of the 2015 Agreement that the insourced work will be subject to periodic competitiveness reviews following the initial twenty four (24) month period after production has begun.

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DATE INITIALED: SEP 23 2015

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**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF SOURCING SUBCOMMITTEE**

**SUBJECT: Business Review Team Flexibility**

During these negotiations, the Parties discussed the Business Review Team (BRT) process at length. The structure and purpose of the BRT is described in Document 16 of this agreement. It is understood by the Parties that other circumstances may arise that would be well suited for discussion within the BRT framework that are outside of what is described in Document 16. Therefore the Parties agree if what is described in Document 16 does not sufficiently meet the needs of the Union, modifications to the process and framework will be made.

DATE INITIALED: SEP 23 2015

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**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF SOURCING SUBCOMMITTEE**

**SUBJECT: GMCH SOURCING**

All provisions of Appendices K, L and Document 16 of the UAW-GM National Agreement are applicable to General Motors Components Holding (GMCH) locations, with the exception of the modifications included in the following Excerpt with respect to the outsourcing moratorium and the GMCH Sourcing Review Team. The parties have agreed to an Outsourcing Moratorium for work committed to in Attachment A of the 2007 UAW-GM-Delphi MOU Delphi Restructuring and changes made to that in Attachment A-1 of the 2009 Addendum for the life of this Agreement. Work that is not contained within the above agreements, and the next generation work of current A1 products, are not subject to the Outsourcing Moratorium.

**SOURCING REVIEW TEAM PROCESS**

- The purpose of this team is to review and discuss the products that are manufactured within the Company's GMCH facilities. The primary goals of this team are to provide an opportunity for input regarding plant utilization and a forum to surface any issues that may arise relative to sourcing. As such, these SRT meetings should be viewed as ongoing in nature and their frequency established by the participants accordingly. It is understood by the Parties that other circumstances may arise that would be well suited for discussion within the SRT framework that are outside of what is described in Document 16. Therefore the Parties agree if what is described in Document 16 does not sufficiently meet the needs of the Union, modifications to the process and framework will be made.
- The team is to consist of the Executive Director-GMCH or their designate, the UAW Sourcing Staff Assistant Director, the UAW Sourcing Staff

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Coordinator, and a GM Sourcing Staff representative. Other resources may be included by either the Union or Company as subject matter experts as needed to facilitate the process.

- Any opportunities contemplated will be subject to GMCH's current engineering resources being adequate to support them and to GM or GMCH's having intellectual property rights necessary for production, use, and sale of components made at any of the four sites.
- The SRT is responsible to oversee activity related to potential outsourcing of work as defined above.
- As a resource to the GMCH locations, the UAW and GM Sourcing Staffs, the UAW Servicing Staff, and the GM Labor Directors will support the effort toward creating and preserving jobs by implementing the jointly agreed-upon Sourcing Review Team (SRT) process.
- This SRT will operate at the National level but will be structured such that it will also support the efforts of the local parties relative to sourcing activity, and will focus on identifying additional job growth opportunities.

The Company and International Union agree that the above process will become effective at each GMCH bargaining unit covered by the current UAW-GM National Agreement on the Effective Date of this Agreement.



NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF SOURCING SUBCOMMITTEE**

**SUBJECT: Powertrain Strategic Product  
Discussions**

During these negotiations, the Union raised a concern that it was not being afforded the opportunity to engage early enough in discussions relative to elements of Powertrains overall manufacturing strategies that related to Make/Buy direction and planning.

In an effort to address these concerns, the Powertrain Business Review Team (BRT) will devote a portion of its regular monthly agenda to topics that are of a more strategic nature, pertaining specifically to job retention and growth opportunities. These strategic discussions will be led by the General Motors North America Powertrain Manufacturing Engineering activities, and will not be tied to any specific step of the Powertrain Global Product Development Process nor to any particular stage of a given program's timing within that process. It is the intention of the parties that these strategic discussions occur within a timeframe that will permit meaningful dialogue to be considered prior to Make/Buy decisions being made on a given program.

Adjustments to this approach will be considered on an ongoing basis by the BRT.

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(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF SOURCING SUBCOMMITTEE**

**SUBJECT: Sourcing Pattern for New Programs**

In situations wherein Management is allocating a new, non-defending vehicle program to a UAW-GM facility covered by this Agreement, it is Management's intent to follow the subassembly sourcing pattern for Body Shop and General Assembly that is in place at that facility. Potential deviations from that pattern will be discussed with the Union in advance of the final sourcing decision and they will have an opportunity to request an insourcing study be conducted.

It is understood that if Management designates any of the work as offsets pursuant to Document 60, that work will be immediately protected by the Sourcing Moratorium.

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**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF WORK FAMILY SUBCOMMITTEE**

**SUBJECT: EAP**

During the current negotiations the parties discussed several matters regarding the successful EAP Program. The discussions centered around Work/Family Representatives having appropriate office equipment, the ability to obtain Continuing Education Units (CEU's), Work/Family Program awareness training, temporary Work/Family Representative support, and SPEC reviews.

As a result of those discussions, it was agreed that UAW Document 46 Work/Family Representatives would be provided appropriate office equipment as outlined in the SPEC Program Standards Manual. The cost of such equipment will be an appropriate expenditure of Local Joint Funds.

It was further agreed that following negotiations, the National Work/Family parties will investigate and develop a plan to offer CEU designation for certain training approved by the parties. Expenses relative to the plan will be an appropriate expenditure of National Joint Funds.


The parties agreed that Work/Family Program awareness training should be provided to the workforce. To this end, the parties agreed that the National Parties will provide the Local Parties with Work/Family awareness training and materials for use as directed by the Key Four. Additionally, the National Parties will utilize the Joint Activities System (JAS) and other methods as appropriate.

Further, the National Parties discussed situations in which a Work/Family Representative may need temporary support in handling Work/Family duties. To this end, the parties agreed that at the discretion of the Key Four, a current Document 46, or current locally or nationally appointed representative, may temporarily perform Work/Family duties as deemed necessary by

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the local parties. Basic training for this designee will be provided by the National Parties. Costs for training are an appropriate expense of National and/or Local Joint Funds.

SPEC reviews will be scheduled and conducted at mutually agreed upon times. Problems encountered with scheduling and conducting SPEC reviews may be brought to the attention of the National Program Administrators for investigation and resolution.

Costs associated with all of the above are an appropriate expenditure of National and/or Local Joint Training Funds.

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**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF WORK/FAMILY SUBCOMMITTEE**

**SUBJECT: Training**

During the current negotiations the parties discussed training opportunities for Doc. 46 Work/Family Representatives. Such opportunities have included attendance at two (2) annual training meetings and attendance at one (1) annual professional development conference. The parties expressed their mutual intent, based upon current business conditions, for such training opportunities to be continued.

Additionally, it was understood that the designee may replace the Doc. 46 Work/Family Representative at one (1) of the annual training meetings.

It was understood that attendance at such training opportunities is subject to approval by the UAW-GM Center for Human Resources.


Costs associated with the above are an appropriate expenditure of National and/or Local Joint Training Funds.

SEP 01 2015

DATE INITIALED: \_\_\_\_\_

xtranwfc03

1

INITIALED BY PARTIES:  \_\_\_\_\_

NEW

(NOT TO BE PUBLISHED)

**EXCERPTS FROM THE MINUTES  
OF THE WORK/FAMILY SUBCOMMITTEE**

**SUBJECT: Baseline Test**

During the current negotiations, the parties discussed the requirement for a baseline marijuana test when returning from a substance abuse related sick leave of absence. As a result of those discussions, the parties agreed, that within 90 days of the Company's receipt of notice of ratification of the 2015 UAW-GM National Agreement, to jointly prepare an informational handout which may be used by Doc. 46 Work/Family Representatives in discussions with employees.

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES:



**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF THE WORK/FAMILY SUBCOMMITTEE**

**SUBJECT: WORK/FAMILY CERTIFICATION**

The Joint Work/Family, EAP Program provides important services to General Motors - UAW represented employees. To that end, the National Joint Work/Family Department has developed a two (2) stage Internal Certification Education and Training Program.

Stage one (1) - Basic Certification:

Consists of two (2) components:

- Work/Family EAP Basic Training
- Mental Health Awareness

Stage two (2) - Advanced Certification:

Consists of more advanced training including such topics as Adolescent Substance Abuse, Depression, Elder Care Timeline and Dementia, etc.

In addition to the above, Work/Family Representatives have access to a wide variety of program materials which allow them to function effectively.

It is expected that Doc. 46 Work/Family Representatives and designees will achieve Basic Certification within 18 months of appointment.

Costs associated with all of the above are an appropriate expenditure of National and/or Local Joint Training Funds.

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES:  

**NEW**

**(NOT TO BE PUBLISHED)**



**EXCERPTS FROM THE MINUTES  
OF THE WORK/FAMILY SUBCOMMITTEE**

**SUBJECT: CONFIDENTIALITY**

During the current negotiations the parties discussed several matters regarding the successful Work/Family and EAP programs. The discussions included confidentiality of the programs.

As a result of those discussions the parties reaffirmed the importance of maintaining employee confidences consistent with the relevant provisions of the UAW-GM Work/Family Policy and Procedures Manual and the UAW-GM Program Standards Manual. Any problems encountered with respect to confidentiality should be promptly brought to the attention of the National Joint Program Administrators for investigation and resolution.

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES:  



**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF THE WORK/FAMILY SUBCOMMITTEE**

**SUBJECT: CHILD CARE AND ELDER CARE  
RESOURCE AND REFERRAL SERVICES**

During the current negotiations the parties discussed several matters regarding the successful Work/Family and EAP programs. The discussions included child care and elder care resource and referral services.

The parties reaffirmed their commitment to Work/Family Programs and agreed to continue the successful Child Care and Elder Care Resource and Referral Service which provides assistance on a wide range of subjects such as family day care, emergency/backup child care, independent living/retirement communities, assisted living facilities, tutoring services, after school programs, etc.

As a result of those discussions it was agreed that a joint study team will be formed to assess the current state of child care and elder care resource and referral services. It is the understanding between the parties that such joint study team will be formed within 90 days of the Company's receipt of notice of ratification of the 2015 UAW-GM National Agreement. As a part of that assessment the Joint Study Team will evaluate programs from leading manufacturers across various industries. The study team will identify best practices and most cost effective ways of providing services. The study team will make its recommendations to the Executive Board - Joint Activities.

Costs associated with all of the above are an appropriate expenditure of National and/or Local Joint Training Funds.

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES: 



**NEW**

**(NOT TO BE PUBLISHED)**

**EXCERPTS FROM THE MINUTES  
OF THE WORK/FAMILY SUBCOMMITTEE**

**SUBJECT: MENTAL HEALTH AWARENESS**

During the current negotiations the parties discussed several matters regarding the successful Work/Family and EAP programs. The discussions included a mental health awareness course piloted during 2015.

As a result of those discussions it was agreed that the mental health awareness course will be added to the regular training schedule. This course may be attended by committeepersons and supervisors, with the prior approval of the Local Key Four (4).

Additional classes may be scheduled, on an as needed basis, upon approval of the National Joint Parties.

Costs associated with the above are an appropriate expenditure of National and/or Local Joint Training Funds.

DATE INITIALED: SEP 01 2015

INITIALED BY PARTIES: Mr De

presented to HR  
10/25/15 11:20pm

TA DSS 10/25/15  
TA MA 10/25/15

**2015**  
**SPECIAL ATTRITION PROGRAM**  
**FOR ELIGIBLE PRODUCTION EMPLOYEES**  
**INFORMATION PACKAGE**

**FORM A**

**SPECIAL ATTRITION PROGRAM  
ELECTION FORM**

**FORM B**

**SPECIAL ATTRITION PROGRAM  
CONDITIONS OF PARTICIPATION  
RELEASE FORM**

**FORM C**

**MEMORANDUM OF UNDERSTANDING  
2015 SPECIAL ATTRITION PROGRAM FOR ELIGIBLE  
PRODUCTION EMPLOYEES**

## FORM A

### 2015 SPECIAL ATTRITION PROGRAM (SAP) ELECTION

I have evaluated the option currently available under the National Agreement and the Memorandum of Understanding – 2015 Special Attrition Program (SAP) for Eligible Production Employees dated October \_\_\_\_\_, 2015 governing the attrition of production employees from GM. By signing and submitting this form to Management, I am electing to participate in this SAP and I understand that I must meet all eligibility conditions of this option in order to receive it.

I understand that if I am selected to participate in the SAP, I will retire on an effective date from February 1 to May 1, 2016, as determined by Management, under the Normal or Early Retirement provisions (i.e., thirty years of credited service; eighty-five points of combined age and credited service; 60 years of age and ten years' credited service) of the 2015 GM-UAW Hourly-Rate Pension Plan. I understand that under this option I will receive a \$60,000.00 cash payment (less applicable taxes, court order deductions, and wage and/or benefit plan overpayments). I also acknowledge that if I quit or am discharged prior to the date provided me by Management, I will not be eligible for payment under this Release or the SAP.

I acknowledge the option available to me is determined solely by the written provisions of the Memorandum of Understanding – 2015 Special Attrition Program for Eligible Production Employees, the 2015 GM-UAW National Agreement, the 2015 GM-UAW Hourly-Rate Pension Plan and other applicable benefit programs. I understand that execution of the "Special Attrition Program Conditions of Participation Release Form" is a condition of my participation. I acknowledge that no prior representations, promises or agreements relating to my employment, separation from service, or retirement have been made by GM or the UAW which are additional or contrary to this document and the Memorandum of Understanding. I further acknowledge that my selection to end my GM employment is binding and irrevocable.

I understand that GM and the UAW may be considering and in the future may agree to amend the 2015 GM-UAW National Agreement and GM's benefit plans and make available different compensation, benefits, redeployment, job security, retirement or separation benefits for which I will not be eligible.

I have carefully read this Agreement, understand it, and am voluntarily electing to leave my employment with GM under these conditions.

Name: \_\_\_\_\_ Signed: \_\_\_\_\_  
(Please Print)

GMIN: \_\_\_\_\_ Dated: \_\_\_\_\_

Witness: \_\_\_\_\_

**2015 SPECIAL ATTRITION PROGRAM  
CONDITIONS OF PARTICIPATION RELEASE FORM**

General Motors LLC ("GM") has provided me the option of separating from employment under the 2015 Special Attrition Program for Eligible Production Employees (herein after referred to as Special Attrition Program) as negotiated by GM and the International Union, UAW ("UAW"). I have evaluated the benefits made available to me and have decided to separate from employment by signing and submitting a Special Attrition Program Election form. My retirement will be effective at the time determined by Management. As provided on my election, I understand that my decision to retire is irrevocable if I am selected for participation in the Special Attrition Program by Management.

I acknowledge that the benefits provided to me under the Special Attrition Program are greater than the benefits to which I would otherwise be entitled and that such benefit package is available only under the terms of the Special Attrition Program to those employees who meet all eligibility criteria for the option I have selected and who agree to separate on the applicable date, i.e., within the range of dates identified on my election form and later decided by Management.

Further, I acknowledge the benefits to which I am entitled are determined solely by the written provisions of the GM-UAW Memorandum of Understanding governing the 2015 Special Attrition Program for Eligible Production Employees, the written provisions of the GM-UAW Hourly Rate Pension Plan and the written provisions of other applicable benefit programs.

I understand that any payments or benefits provided under the Special Attrition Program will be subject to all applicable taxes and I am authorizing GM to deduct any taxes, wage or benefit plan overpayments and/or court order deductions from the \$60,000.00 cash payment. I further understand that my failure to retire on the date directed by GM will forfeit my eligibility to receive the cash payment.

I am satisfied with the terms of this separation and acknowledge I am voluntarily accepting it. This acceptance is not under duress and I am able to work and suffer from no disability that would preclude me from doing my regularly assigned job. As such, I acknowledge that I am not entitled to disability pay or benefits from GM or its plans and I relinquish all entitlement to any benefits under the GM Life and Disability Benefits Program. I acknowledge no prior representations, promises or agreements relating to my employment and separation have been made by GM or the UAW which are contrary to this agreement and the provisions of the Special Attrition Program, and my acceptance constitutes the entire and only agreement between me and GM.

I understand that I shall not be eligible for recall to work or future employment by GM, GM Components Holding LLC, GM Subsystems Manufacturing LLC, or any of their subsidiaries and affiliates or any other entity in which GM has an ownership interest.

I understand that GM and the UAW may be considering and in the future may agree to amend GM's benefit plans and make available different retirement, placement, or separation benefits for which I may not be eligible. Neither this agreement nor the provisions of the Special Attrition Program limit or in any way modify the provisions of any benefit plan or limit GM or the UAW's right to make future changes to them.

I understand that GM believes that I am ineligible for State unemployment compensation benefits, but eligibility determinations are made by the State. For unemployment compensation purposes, GM is allocating a portion of the cash payment provided to me under this Program in an amount equal to my regular weekly rate (forty hours times my hourly base rate) to each week following my separation or retirement until the full amount paid to me has been exhausted.

In consideration for participation in the Special Attrition Program, I hereby release and forever discharge GM, the UAW and their officers, directors, agents, employees, parents, plan administrators, stockholders and employee benefit plans from all claims, grievances, demands and causes of action, lawsuits, known or unknown which I may have related to my employment or the cessation of my employment or denial of any employee benefit. This release specifically includes, without limitation, a release of any claims I may now have under the Employee Retirement Income Security Act of 1974 (ERISA); the Age Discrimination in Employment Act (ADEA), which prohibits discrimination based on age; Title VII of the Civil Rights Act of 1964 which prohibits discrimination in employment based on race, color, national origin, religion or sex; the Equal Pay Act; the Americans with Disabilities Act; the Worker Adjustment and Retraining Act (WARN Act), the Fair Labor Standards Act; the Family and Medical Leave Act, USERRA, state fair employment practices or civil rights laws; and any other federal, state or local laws or regulations, or any common law actions relating to employment or discrimination. This includes without limitation any claims for breach of employment contract, either express or implied, invasion of privacy, negligence, or other tort claims and wrongful discharge. Only ADEA claims that first arise after the execution of this agreement are not released. However, I understand that I have no claims where GM terminates my employment in accordance with the 2015 GM-UAW Memorandum of Understanding governing the Special Attrition Program and the terms of this release.

I acknowledge I have been given a period of forty-five (45) calendar days to review and consider this agreement before signing it. If I execute this agreement, I shall have a period of seven (7) calendar days to revoke, in writing, my acceptance and this agreement shall not be effective until expiration of this seven (7) day period. I have also been advised to consult with an attorney, but understand whether or not I do so is my own decision. I understand that once the seven (7) day revocation period expires, my acceptance is irrevocable.

In the event that any claim, grievance, charge or lawsuit relating to my employment or other matter covered by this Agreement is currently or subsequently filed or pending, whether filed by me or any other person or agency, I agree that this constitutes a full and final settlement and that I am expressly disclaiming and waiving any right to any additional payment, award or relief.

I acknowledge I have been informed in writing and in an understandable manner as to any class, unit, or group of individuals covered by the Special Attrition Program, any eligibility factors and time limits applicable to the Special Attrition Program, the job titles and ages of all individuals eligible or selected for the Special Attrition Program, and the ages of all individuals in the same job classification or organizational unit who are not eligible or selected for the Special Attrition Program.

I have carefully read this agreement, and I understand and accept it.

Signed: \_\_\_\_\_ Dated: \_\_\_\_\_

Witness: \_\_\_\_\_

General Motors LLC: \_\_\_\_\_

**MEMORANDUM OF UNDERSTANDING  
2015 SPECIAL ATTRITION PROGRAM  
FOR ELIGIBLE  
PRODUCTION EMPLOYEES**

This Memorandum of Understanding governs the 2015 Special Attrition Program (SAP) for eligible U.S. Production Employees.

1. General Motors LLC (GM) and International Union, UAW (UAW) will jointly develop a communications plan designed to explain to eligible employees their option as agreed to in this Memorandum. The terms of this SAP will be presented to all interested employees no later than \_\_\_\_\_.
2. For the purposes of this Memorandum, production employees are defined as those employees hired on or before October 15, 2007, currently holding other-than-skilled classifications. This program excludes skilled trades employees presently assigned to production positions who previously held a "core" skilled trades classification as defined in Attachment A.
3. A maximum of 4000 employees will be eligible to participate in the program. In the event the number of requests to participate in the Program exceeds the maximum number (4000) authorized, employees will be approved to participate in the SAP in the order of their highest company seniority. In the event two or more employees have the same longest unbroken seniority date, the employee's entire GMIN number in ascending order will be used as the tie breaker.



4. Once approved to participate, authorized employees will separate from employment on dates directed by GM. Dates for separation will be the first day of the month as early as February 1, 2016, and as late as May 1, 2016. Employees who fail to separate on the date directed by GM will be ineligible to receive the cash payment provided by this Memorandum.

5. Employees as of the date of this Memorandum will be given the opportunity to designate their choice to participate in this SAP within 45 calendar days after the date of the program roll-out at their facility by submitting a completed election form selecting the following option:

Retire under the Normal or Early Retirement provisions (i.e., thirty years of credited service; eighty-five points of combined age and credited service; 60 years of age and ten years' credited service) of the 2015 GM-UAW Hourly-Rate Employees Pension Plan. Under this option, eligible production employees, after the execution of a release of claims and their separation from service, will receive a Sixty Thousand Dollar (\$60,000.00) cash payment (less all applicable taxes).

Employees must be eligible to retire under the Normal or Early Retirement provisions of the 2015 GM-UAW Hourly-Rate Employees Pension Plan by December 31, 2015. Such employees must retire effective no later than May 1, 2016.

6. It is understood that any employee who does not timely make an election to participate shall not be eligible for any benefits or treatment provided under this Memorandum of Understanding.

7. The cash payment is taxable income to the employee and is subject to all applicable taxes (i.e., federal, state, FICA and local). Employees having a wage or benefit plan overpayment (such as SUB, TSP, Sickness & Accident Benefits, etc.) will have their cash payment reduced to the extent necessary to recover such wage or benefit plan overpayments.



8. Each employee will be required to sign the 2015 Special Attrition Program Conditions of Participation Release Form and all other applicable forms when making a selection under this Memorandum.

Any issues arising during the implementation of this 2015 Special Attrition Program will be promptly addressed by the National Parties.

Whereas, the parties hereto have caused their names to be duly subscribed by their duly authorized officers and representatives this \_\_\_\_th day of October, 2015.

INTERNATIONAL UNION, UAW

GENERAL MOTORS LLC

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## Attachment A

### Classifications Excluded from SAP Participation for Production Employees with GM Skilled Trades Date of Entry

Electrician  
Millwright  
Machine Repair  
Pipefitter  
Toolmaker  
Die Maker  
Die Welder  
Die Designer  
Patternmaker  
Keller Operator  
Cam Programmer  
Machinist  
Metal Model Maker  
Wood Model Maker  
Experimental Auto  
Assembler Inspector  
Molder (Tech Center only)  
Experimental Laboratory painter Technician  
Stationary Engineer

**MEMORANDUM OF UNDERSTANDING  
RE: NATIONAL AGREEMENT WAGE INCREASES IN 2015**

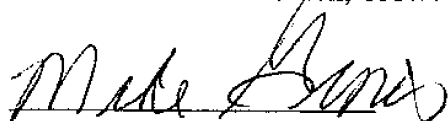
October 25, 2015

During the extended bargaining associated with 2015 National Negotiations, the parties agreed to the following regarding wage rate increases in calendar year 2015:

Wage increases designated as occurring on the effective date of the 2015 agreement will be paid retroactively for all hours worked on and after September 15, 2015, and provided, however, that for purpose of applying Exhibits B, D, & G, attached hereto, and letter agreements with respect thereto, the wage rate of an employee will not be increased by such wage increase prior to the effective date of this Agreement.

Any issues associated with this understanding will be addressed by the National Parties.

For the International Union, UAW:

A handwritten signature in dark ink, appearing to read "Mike Bond", written over a horizontal line.

For General Motors LLC:

A handwritten signature in dark ink, appearing to read "D. Scott Anderson", written over a horizontal line.





