

2015 UAW-GM

SALARIED MASTER AGREEMENT

2015 CONTRACT SETTLEMENT AGREEMENT INDEX

<u>Contract Settlement Agreement</u>	<u>Page Nos.</u>
1. New Master Agreement	I
2. Local Agreements	II
3. Ratification and Effective Date	III
4. Counterpart Signatures	III-IV

Contract Settlement Index

Paragraph Nos.	Description	Page Nos.
(25)	Non-Discrimination	1

Document Nos.	Description	Page Nos.
5	Job Security, Sourcing and Subcontracting	2
6 DELETE	Quality Network	5
7	Wellness Program	7
13	Team GM Performance Pay Spending	10

New Documents and Letters PUBLISHED	Description	Page Nos.
6 NEW	GMS	12

Excerpts From Minutes PUBLISHED	Description	Page Nos.
	AOHN Conference Attendance	14
NEW	At Will	15
NEW	Call Center Support for Salaried Employees	16
	Glossary Terms	17
	Medical Employee Training	18
	New Hire Orientation	19
	New Hire Regular Employee Status	20
NEW	Retirement Planning	21
NEW	Salaried Bargaining Unit Work - Nurses	22
NEW	Salaried Tuition Assistance	23
	Smoking Policy	24
NEW	Supplemental On-Call Employees	25
NEW	Will Preparation	26

Excerpts From Minutes UNPUBLISHED	Description	Page Nos.
NEW	Chairs	27
NEW	Redeployment of Health Services	28

New MOU UNPUBLISHED	Description	Page Nos.
NEW	Training Bonus	29

**2015~~1~~ GM-UAW
SALARIED MASTER AGREEMENT
CONTRACT SETTLEMENT AGREEMENT**

Agreement dated this 16th _____ day of
September, 2015~~1~~ 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 Master Agreement

A new Master Agreement to be dated _____,
September 16, 2015~~1~~ and to become effective as
hereinafter provided in Paragraph 4 of this
Agreement has been negotiated by the parties hereto
and consists of the provisions as agreed between the
parties shown on the pages and attached hereto
which are initialed by the parties.

~~2. COLA~~

~~A. Effective with the first day of the month
following the month the Company receives
written notice of ratification of this Agreement
\$250.00 of the Cost of Living Allowance
(COLA) in effect for Salaried employees as
designated below will be deducted and added to
the monthly base salaries of these employees.
Further, all employees who currently receive
COLA will have their salary range adjusted to
that of the non-COLA ranges for their
respective classifications. Thereafter all COLA
payments will be discontinued.~~

~~Employee Group And Certification Designation~~

- ~~• Case Number 7-RC-11828, subsequently
amended 7-RD-1605 and 7-RD-2140,
including all Associate Designers II,
Designers, Senior Layout Drafters, Layout
Drafters, Senior Designers, Senior Project
Engineers, Lead Products Designers, Design
Leader Technical, employed at the Surface
Product Engineering Activity of the General
Motors North American Engineering~~

SEP 18 2015

DATE INITIALED: _____

INITIALED BY PARTIES: MEY JA

~~Organization, General Motors Corporation, Technical Center, Warren, Michigan; but excluding all Executives in Charge, Senior Executives in Charge, Staff Assistants, Assistant Engineers in Charge, Assistant Senior Engineers in Charge, Engineers in Charge, Drafting Room Supervisors, and all guards, professional employees, office clerical employees, all other employees not specifically included in the Unit, and supervisors as defined in the Act.~~

~~• Case Number 7 RC 12522 including all Registered Nurses, X-Ray Technicians and Audiometric Testers employed in the medical department at GMC Truck & Coach Division, 660 E. South Boulevard, Pontiac, Michigan; but excluding all guards, supervisors and other professional employees as defined in the Act, production and maintenance employees, office clerical employees, and all other employees not specifically included in this unit.~~

~~• Case Number 7 RC 1405 including all maintenance employees at the Employer's Central Office aircraft operations at the Detroit, Michigan, municipal airport, including Crew Chiefs, Technicians, Technician's Assistants, Mechanics, Stockroom Employees and Ground Service Employees but excluding office clerical employees, professional employees, guards, and supervisors within the meaning of the Act.~~

G. This continuation of Cost of Living Allowance payment applies to only the aforementioned employee groups and does not constitute grounds for such payment to other employees regardless of their bargaining unit status.

23. Local Agreements

It is agreed that any written local agreements entered into by the Local Union and Local Management prior to the effective date of this Agreement and not canceled prior to September 14, 2015 and any local agreements entered into subsequent to September 14, 2015 shall continue in effect between the Local Union

and Local Management, subject to the provisions of this Salaried Master Agreement, for the life of this Agreement. Such local agreements may be terminated pursuant to its terms contemporaneous with the termination of the Salaried Master Agreement.

34. Ratification and Effective Date

- A. The new Agreement shall become effective on the first Monday following the date on which the Company 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 October 7, 2015~~4~~.
- B. No provision of this Agreement shall be retroactive prior to the date such Agreement becomes effective, unless otherwise specifically stated herein.
- C. In the event this Agreement is not ratified by the Union membership, the 20110~~7~~ Agreement shall remain in full force and effect until satisfactory notification of such ratification is effectuated.

45. Counterpart Signatures

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**

Cynthia Estrada
Mike Grimes
Kris Owen
Lee Jones
Mike Fray
Chris Gallagher
Al Simpkins
Lynette Daniels
Denis Agosta

**GENERAL MOTORS
LLC**

Catherine L. Clegg
Dorothy B. Hennessy
Matthew E. York
Sharon M. Stewart, MD
Jimmy W. Brandon, MD
Michael V. Coletta
Randi C. Dulaney
Terri L. Flewellyn
Mark T. Harasim
Maureen B. Horton
Kimberly K. Howe
Manish K. Jain
Dawn E. Kopacz
Sharon T. Rizzo
Jennifer M. Forest
Jaime L. Cox
Janeen L. Wagner

- (25) 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 race, color, religion, age, sex, sexual orientation, gender identity/expression, national origin or disabilities 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. The grievance and arbitration procedure shall be the exclusive contractual procedure for remedying such discrimination claims.

In addition, it is important that employees report any incident in which they feel they are the recipient of harassment or have concerns about equal opportunity, affirmative action, and discrimination. Concerns can be brought to the attention of their supervisor, the Human Resources representative or the Local Bargaining Unit Chairperson. Further, other existing complaint procedures, such as the Open Door Policy, also can be used.

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:

RE: Job Security, Sourcing, and Subcontracting

During the course of these negotiations, the parties discussed the subjects of job security, sourcing, and subcontracting. The Union expressed concern over the impact on employment opportunities that result from Management decisions to utilize non-Bargaining Unit sources (including supervisors and managers) and non-GM contractors to perform work normally and historically performed by Bargaining Unit employees. In this regard the ~~Company's~~ Company's ~~operation~~ recognizes that job security, sourcing, and subcontracting are important considerations for all employees. It is the ~~Company's~~ Company's ~~operation's~~ policy to enhance the continuous employment opportunities of its salaried employees and to thus minimize subcontracting, sourcing, and layoffs.

Accordingly, it is the ~~Company's~~ Company's ~~operation's~~ intent to fully utilize GM employees, including those represented by the Union, and facilities to the extent consistent with sound business practice. The parties recognize that appropriate consideration must be given to the operating needs of the business, the efficiencies and economies involved, the availability of facilities and specialized equipment, the timing and magnitude of work to be performed, available overtime and other pertinent factors, including layoffs, redeployment, and any other adverse employment impact on employees.

The ~~Company's~~ Company's ~~operation~~ cannot attain and maintain the productivity and quality levels necessary to remain competitive without the full cooperation and input from every employee. And, in turn, employees cannot be

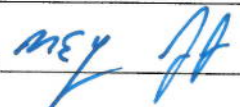
sd05A01

2

1

DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES:



expected to lend full cooperation and input when constantly faced with the consequence that their jobs may be impacted. This indicates the critical linkage between competitiveness and job security. General Motors commits to continue its efforts to minimize subcontracting, sourcing, and layoffs in its represented salaried workforce and thus promote mutual growth and job security.

In assessing these factors, appropriate consideration will be given to the input of the Local Union leadership. To this end, the local parties, represented by the Local Union Chairperson, or his or her designee, and a designated person for the Local Unit Management, will discuss relative issues as part of the regularly scheduled monthly Management-Union Committee meeting to ensure that job security opportunities are maximized. Job security subjects appropriate for discussion include, but are not limited to:

The expeditious review of present work sourcing patterns.

Concepts that provide for the continued viability of the represented salaried workforce.

Introduction of new technology into the workplace, including actions that might be taken to prepare the workforce for new technology.

Impact of the facility work plan on the UAW-represented salaried workforce including overtime, anticipated staffing level changes, initial plans to address those changes and any related proposals.

General operation and business developments as they relate to the facility.

New business opportunities which could be undertaken on a cost-competitive basis at the facility.

Training needs and requirements of the facility as well as the means of providing such training.

Awareness of the global impact on the traditional way the bargaining unit work has been performed.

The ~~Company~~operation will also discuss new major programs during these meetings, as far in advance as

possible. Sourcing and subcontracting reviews will consider what work is required and what work could be done by UAW members, on a competitive basis to maintain or increase present work schedules.

The review will also include Management's plans and/or prospects for contracting work, describing the nature, scope and timing of work to be performed, as well as the reasons associated with Management's decision to contemplate said contracting. Further, the aforementioned review, when applicable, will include the type and duration of warranty work being considered. In order to provide the Local Union with an understanding of Management's intent and reasoning, the review will also consider criteria such as: quality, technology, cost, timing relative to workload peaks, statutory requirements, the impact on overtime and long-term job stability, the degree to which the ~~Company's operation's~~ resources can be allocated to future capital expenditures, and the overall financial stability of affected facilities. During the course of these meetings, Management will afford the Local Union an opportunity to provide the appropriate input into final decisions made with regard to the aforementioned review, as practicable.

During the aforementioned discussions, it is the intent that both parties strive to understand the impact of the decision on both the bargaining unit and the ~~Company's operation~~.

The results of these discussions and plans may be reviewed by the International Union and ~~Company's operation~~ at the request of the local parties.

The ~~Company's operation's~~ intent is to preserve jobs for all employees and to fully utilize human resources and facilities to the extent practical, understanding that it must balance employee concerns against the business environment in which it must compete.

Very truly yours,

Catherine L. Clegg
Vice President
North American Manufacturing
and Labor Relations

DELETE

Doc. No. 6

QUALITY NETWORK

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:

Re: Quality Network

During the course of 2007 Salaried Master Agreement negotiations, the parties discussed the role of salaried employees as it relates to the Quality Network. Although by the very nature of being a General Motors employee, everyone's assistance and commitment to the Quality Network process is vital to its success; the Union especially expressed its desire to participate in the attainment of the goals and objectives of the Quality Network. There was recognition by the parties that the cornerstone of job security is the production of highest quality, customer-valued products.

As a result of these negotiations, the parties have committed themselves to:

- Assist in a quality strategy that will include continuous improvement and the elimination of waste in the manufacture of products which will serve to enhance the job security of all employees.
- Include the active involvement of Salaried Bargaining Representatives in the Quality Network Process. Several Representatives have been actively involved through the initial Quality Network workshops and discussions at the national level. The quality strategy continues to be developed and extended throughout the Corporation

sd06A02

5

1

DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES:

MEY BK

in the forum of Quality Councils. As Local Councils are put into place, the Chairperson or President of the Salaried Bargaining Unit or designee will be invited to join the Quality Network Process with other members as educational programs and guidelines are set and implemented. Local Quality Council design may vary among the organizations involved.

- Encourage all councils to use the concept of "Voice of the Customer" to influence decisions made to enhance services and address concerns of the respective customers.
- The local units will provide the name and address of the designated Quality Network representative within each unit to the Joint GM/UAW Quality Network Support Staff to ensure that updated information is supplied to that representative in a timely manner.
- The local Quality Network representatives will periodically be required to spend time away from their normal job assignments performing various Quality Network duties. Good communication between the representatives and their supervisors when scheduling time for such activities is essential to maintain the efficiency of operations and assure the necessary Quality Network responsibilities are completed. To that end, time spent on Quality Network activities will be scheduled as far in advance as is practicable. Any issues regarding the Quality Network Program and its implementation may be first brought to the Co-chairs of the respective local Plant/Staff Quality Council. Any issues that are not resolved at the local level may be referred to the Co-chairs of the Group/Divisional Quality Council.
- Be governed by the Corporate Quality Council and the Quality Network Steering Committee.

Very truly yours,

Catherine L. Clegg
Vice President
Labor Relations

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:

Re: Wellness Program

The ~~Corporation~~ Company and the Union recognize the need for programs that promote the general health and well being of all employees. The ~~Corporation~~ Company encourages the use of Wellness Programs for the benefit of both hourly and salaried employees. If ~~there is no Corporate guideline or requirement, each sponsoring location may develop its own procedure for the implementation of these programs according to the unique needs of the location and its workforce. In the event the Corporation develops, or implements, a Wellness Program for its salaried employees, those locations with existing programs will be required, where necessary, to modify existing programs.~~ As such, the parties recognize LifeSteps as the joint UAW-GM health promotion program.

~~In those salaried bargaining unit locations where a Wellness Program is not in place, Management agrees to investigate the feasibility of providing viable courses by initiating a program of its own or making arrangements with nearby plants or regional health facilities which currently offer such services. A joint Salary Union/Management advisory council will be established to assist in planning and maintaining beneficial Wellness Program activities.~~
The parties recognize that in some instances it may be necessary for interested employees to be assessed a nominal fee in order to provide complete, effective services.

sd07C03

7

1

DATE INITIALED: OCT 02 2015

INITIALED BY PARTIES:

ER msj

In those locations where medical services are rendered by a UAW-represented salaried bargaining unit and a decision is made to institute a program on the premises, the Wellness Program services of a medical nature will be provided by the bargaining unit members at that particular location. The administration of such a program will be the responsibility of the Medical Department.

Among other activities, LifeSteps will focus on reducing factors which place employees at a high risk of disease – high blood pressure, high levels of cholesterol in the blood, excess weight, and tobacco use. Other tools to be used are voluntary health assessment questionnaires and risk appraisals to be completed by participating employees and biometric screening.

The parties further agreed to the following:

- LifeSteps will be provided to all UAW-represented General Motors locations. LifeSteps will include certain on-site components (LifeSteps questionnaires, biometric screenings on an annual basis, wellness support classes), as well as the use of the LifeSteps.com website, and other health information tools
- Dependents of active employees will have access to LifeSteps.com, periodic LifeSteps communications, and health information
- Supervisors will encourage and allow UAW workers at all locations time off the job to participate in a health screening once every year during work hours consistent with operational needs
- Increased involvement with health plans and carriers to avoid redundancies and reinforce health improvement interventions, such as disease management
- Continue a quality vision screening component to the current biometric screening.

As the Company Union Committee on Health Care Benefits (CUCHCB) makes changes to the Life Steps program intervention strategies, such strategies will be made available to GM locations for implementation.

Participation in the Wellness Programs LifeSteps
program will be voluntary. The confidentiality of such
participants' records will be maintained.

Very truly yours,

Catherine L. Clegg
Vice President
North American Manufacturing
and Labor Relations

Doc. No. 13 MERIT AND ENHANCED
~~VARIABLE PAY TEAM GM PERFORMANCE PAY SPENDING~~

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:

Re: Merit and ~~Enhanced Variable Pay TeamGM~~
Performance Pay Spending

During these negotiations, the Union expressed concerns regarding the administration of merit and ~~enhanced variable pay TeamGM Performance Pay~~ funds, which are governed by company policy, for represented salaried employees. In light of these expressed concerns, Management assured the Union that, like similarly situated non-represented employees, represented employees will have their base salaries managed according to the market rate, the individual performance contribution, critical skills and position relative to the market rate.

1. Compensation communications, ~~governed by Company policy~~, will occur in the same timeframe for bargaining units as similarly situated non-represented employees.
2. Management of the affected bargaining units will provide the respective Chairpersons a copy of the same compensation planning guidelines given to pay planners.
3. Local Human Resource Representatives will make available the Human Resources Compensation Planning Guidelines for review with the respective Chairpersons, upon request.
4. Management of the affected bargaining units will proactively engage the appropriate Local Unit

sd13B02

1

DATE INITIALED: SEP 08 2015

INITIALED BY PARTIES:

BR *MSY*

10

representatives in the compensation planning process in order to review planned salary adjustments and ~~enhanced variable pay TeamGM Performance Pay~~ amounts and give weighted consideration to their input and recommendations with the appropriate Local Unit representatives and will give weight to the input of these representatives.

5. Concerns relative to the implementation or interpretation of the compensation plan should be referred to the respective HR Manager at the local level for appropriate handling.

It is agreed that planning guidelines and any other compensation related materials made available to the Union are recognized as confidential information.

In addition, the Company stated that merit and ~~enhanced variable pay TeamGM Performance Pay~~ funds for represented salaried employees, ~~which are governed by Company policy,~~ will be allocated to bargaining units in the same manner as similarly situated non-represented employees. Funds so allocated will not be spent outside the scope of the bargaining unit.

Upon conclusion of the merit or ~~enhanced variable pay TeamGM Performance Pay~~ planning process, a copy of the final merit or ~~enhanced variable pay TeamGM Performance Pay~~ plan will be distributed to the respective Local Chairpersons with the understanding that compensation information is personal and confidential.

Very truly yours,

Catherine L. Clegg
Vice President
North American Manufacturing
and Labor Relations

NEW

Doc. 6

GMS

GENERAL MOTORS LLC

Mrs. Cynthia Estrada
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mrs. Estrada:

During course of 2015 Salaried Master Agreement negotiations, the parties discussed and agreed that the General Motors Global Manufacturing System (GMS) is the single, common global system that will be used to engage employees around the world, including UAW represented locations in the United States.

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 GMS.

Notwithstanding the above, the Parties recognize that certain principles and/or elements of GMS may not be applicable to certain operations where Salaried Bargaining Unit employees perform work. Where it is determined that the implementation of any aspect of GMS is appropriate, the parties will work jointly to implement and execute the identified principles and elements to their full extent.

The National Parties agree that General Motors' Global Manufacturing System is the single system to be used in all UAW represented locations, when applicable. In addition, the Parties have agreed that the support of GMS through the UAW-GM GMS Steering Committee, reporting to the UAW-GM Leadership

SEP 18 2015

DATE INITIALED: _____

INITIALED BY PARTIES: MEY JR

sd14gmsB02

12

Council, is effective and beneficial to all UAW
represented locations and its members.

Very truly yours,

Catherine Clegg
Vice President
North American Manufacturing
and Labor Relations

GENERAL MOTORS LLC

~~September 16, 2011~~

**(Excerpts from the Minutes
Regarding AAOHN Conference Attendance)**

During these negotiations, the Union raised the issue regarding the opportunity for full-time nurses to attend the attendance at the annual American Association of Occupational Health Nurses Conference (AAOHN). ~~The Union was advised that each bargaining unit will be allocated opportunity for AOHN Conference attendance in the following manner: bargaining units of 10 or more regular employees will be allocated one attendee for every 10 regular employees per year. Bargaining units of less than 10 regular employees will be allocated one attendee per year. In this regard, Management advised the Union that every full-time nurse will be afforded the opportunity to Any individual can attend one conference during the life of this Agreement, as business conditions allow. Attendance will be on a rotational basis by seniority. However, any request for an individual to attend two AOHN Conferences during the life of this agreement will be evaluated by Management.~~

Selection of attendees shall be on a seniority basis by location. In the event, an employee elects not to attend the conference the opportunity will be afforded the next senior employee at that location.

In the event any conflict arises regarding attendance, the matter will be referred to the National Parties for immediate review.

saohnD07

1

14

DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES: MEY AD

NEW

GENERAL MOTORS LLC

DATE

(Excerpts From The Minutes -
At Will)

During the course of the current negotiations the Union has advised the Company that it would object to any reference to its members as being at-will employees. In response, the Company advised the Union that it understands that bargaining unit employees are subject to the rights and protections afforded by the Salaried Master Agreement. It is the Company's obligation and intent to satisfy its obligations under the Salaried Master Agreement. In the event that the Union believes that the Company has mischaracterized its employees or disregarded its obligations under the collective bargaining agreements governing their employment, the Company stands ready to address those concerns as they are raised.

spara53A01

1

15

DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES: RA MEY

NEW

GENERAL MOTORS LLC

DATE

**(Excerpts From The Minutes
Regarding Call Center Support for Salaried
Employees)**

During these negotiations, the Union expressed concern regarding the ability of represented employees to obtain timely, accurate response to general questions they may have pertaining to benefits, retirement, and savings plan matters. In this regard, the Union was advised of the wealth of employee-specific information available online to U.S. salaried employees via the Driving Your Benefits website on Socrates which also includes contact information to initiate live conversation with a trained representative of the GM Benefits & Services Center.

Additionally, the Union was advised of the planned launch of the Global Business Services (GBS) People Services – Shared Services Center (SSC) that will ultimately serve as a single point of contact for employees, managers and HR Business Partners (HRBP's) for inquiries related to general benefits, payroll and/or policy matters. Where necessary, the SSC Representative will be able to escalate inquiries to the appropriate subject matter expert for further consultation, and/or refer the affected employee to the appropriate resource(s) for response. Barring any unforeseen implementation issues, it is expected that the SSC will be operational by April 1, 2016.

sccsB02

1

16

DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES:

msy [signature]

GENERAL MOTORS LLC

September 16, 2011

(Excerpts From The Minutes Regarding Glossary Terms)

During the course of these negotiations, the parties held lengthy discussions concerning the clarification of a number of terms. As a result of these discussions, Management advised the Union that in accordance with current Salary Policy the following is applicable:

1. Compensation: Comprehensive total compensation package that includes base pay, variable pay and benefits.
2. ~~EVP: Enhanced variable pay~~ TeamGM Performance Pay: Incentive compensation that is based on individual performance, level, and regional and global company performance in key metric areas.
3. Pay for Performance: Pay that is based on both company and individual performance.
4. Merit: A monetary award provided to employees in the form of either a base pay increase or lump sum amount in recognition for individual performance.
5. Flexible Service: Employees hired or assigned on an indefinite basis to work between 50% and 80% of the unit's base workweek will be classified as "Flexible Service Employee" and will be employed on a day-to-day basis.
6. Supplemental On-Call: Individuals employed to work on an on-call, intermittent short-term basis will be classified as On-Call Employees.
- 6-7. Regular Employee: Individuals hired by GM to fill a full-time position for an indefinite period on a month-to-month basis will have the status of Regular Employee.

DATE INITIALED: SEP 08 2015

INITIALED BY PARTIES: MEY BR

NEW

GENERAL MOTORS LLC

DATE

**(Excerpts From The Minutes
Regarding Medical Employee Training)**

During the course of the current negotiations the parties discussed education and training opportunities for represented salaried medical employees. The parties specifically discussed audiometric and spirometry testing and certification.

As a result of those discussions the Union was advised that Management will continue to ensure that one (1) full time nurse per shift within each bargaining unit will be certified in audiometric and spirometry testing.

Notwithstanding the above, it is understood between the parties that if there are additional full time nurses within the bargaining unit that request audiometric and spirometry training, it will be included in the nurse's Individual Development Plan and completed according to the target completion date agreed to between the nurse and their respective leader.

smetC03

1

DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES:

MEY BR

18

GENERAL MOTORS LLC

September 16, 2011 _____

(Excerpts from the Minutes
Regarding New Hire Orientation)

The parties agreed during these Negotiations to pursue Union involvement in new employee orientation programs for UAW represented salaried employees. To this end, the National parties will convene within one hundred twenty (120) days of the effective date of the 2015 Salaried Master Agreement to discuss new hire orientation for salaried bargaining unit employees. The local parties will be included to determine the appropriate implementation of any new orientation to be delivered. the specific details of such involvement.

It was further agreed that such involvement will not limit any other communications by the Company Corporation with its employees or by the Union with its members.

snhoB02

19

1

DATE INITIALED: OCT 25 2015
INITIALED BY PARTIES: meg AH

GENERAL MOTORS

September 16, 2011

(Excerpts from the Minutes Regarding Probationary
New Hire Regular Employee Status)

During these negotiations, the Union was advised that the probationary period previously utilized by Management to assess organizational fit and/or performance of newly hired employees was no longer in effect. Rather, such individuals hired into full time salaried positions are considered Regular employees upon date of hire.

~~Current Corporate policy provides for newly hired salaried individuals to become regular employees after twelve (12) months of continuous employment. Nonetheless, this will confirm our understanding reached during current negotiations that employees newly hired into the bargaining unit will be regarded as probationary employees until they have completed six (6) months of continuous service in the bargaining unit in any continuous period of twelve (12) months. There shall be no responsibility for the reemployment of probationary employees if they are laid off or discharged during this period. However, a~~

Therefore, newly hired bargaining unit employees may make a claim that their separation is not for cause and may be taken up through the grievance procedure. Any claim by a probationary employee made after three (3) months of employment that his/her layoff or discharge is not for cause may be taken up through the grievance procedure.

NEW

GENERAL MOTORS LLC

DATE

**(Excerpts From The Minutes
Regarding Retirement Planning)**

During the 2015 negotiations, the Parties discussed the process salaried employees are encouraged to follow to properly initiate a retirement request. As a result of these discussions, the Company agreed to provide a process flow diagram to outline the basic steps for employees to initiate such requests, which will be updated as required.

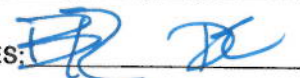
sretB02

21

1

DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES:



NEW

GENERAL MOTORS LLC

DATE

**(Excerpts From The Minutes
Regarding Salaried Bargaining Unit Work - Nurses)**

During the course of these negotiations, the Union expressed concern that Management has, on occasion, failed to make attempts to schedule bargaining unit nurses for absence replacement within the bargaining unit when absences were known in advance. The Union stated that in these situations non bargaining unit nurses performed the normal duties of bargaining unit nurses.

Management advised the Union that in instances where absences are scheduled and known in advance, that Management will make reasonable attempts to contact and schedule a replacement nurse from the bargaining unit. The parties acknowledged that this commitment is limited to absences known in advance and unscheduled absences will be handled on a case by case basis and in a manner that maintains expected service levels.

sbuwnA01

1

22

DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES:

msy *JD*

NEW

GENERAL MOTORS LLC

DATE

**(Excerpts From The Minutes
Regarding Salaried Tuition Assistance)**

During these negotiations, the Union expressed concern regarding the ability of employees to appeal salaried tuition assistance determinations made by their respective leadership.

Management advised the Union that such appeals should first be discussed with the employee's respective HR Business Partner (HRBP) to resolve such matters. Additionally, the HRBP can consult with the Global Workforce Policy activity to ensure the terms and conditions of the Salaried Tuition Assistance Plan (STAP) are being properly applied.

stuaA01

23

1

DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES: msy AD

GENERAL MOTORS LLC

September 16, 2011

**(Excerpts from the Minutes
Regarding the Smoking Policy)**

During these Salaried Master Agreement negotiations, ~~we the parties~~ discussed the implementation of policies on smoking at certain bargaining unit locations. The ~~Company Corporation~~ has issued a public policy on smoking, including vaping (i.e. use of electronic cigarettes), which respects rights of both smokers and non-smokers and anticipates a spirit of consideration and accommodation in protecting non-smokers from inhalation of passive tobacco smoke and/or vapors. To this end, the ~~Company Corporation~~ agreed that Local Management shall make reasonable rules regarding smoking and vaping in line with this policy, after consultation with the Chairperson of the bargaining unit, as far in advance as possible.

sspA01

24¹

DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES: msy PR

NEW

GENERAL MOTORS LLC

DATE

**(Excerpts From The Minutes
Regarding Supplemental On-Call Employees)**

During these negotiations, the Union expressed concern regarding Supplemental On-Call (SOC) Employees being extended due consideration for full-time, Nurse positions. In this regard, Management assured the Union that SOC Employees are eligible to apply for any posted, full time Nurse position(s) made available through, and in accordance with, the GM Opportunity Awareness Program (OAP). To this end, SOC applicants will have their qualifications, work experiences and/or credentials duly considered along with all other candidates.

If ultimately selected for such a position, all periods of active employment as an SOC Employee occurring within the 24 month period immediately preceding their date of hire into a Regular Employee position will be included in their GM length of service date which impacts extent of vacation entitlement and severance treatment as current policy exists. For the purposes of this understanding, "periods of active employment" will be defined as "hours worked".

snoceA01

1

25

DATE INITIALED: **SEP 18 2015**

INITIALED BY PARTIES:



NEW

GENERAL MOTORS LLC

DATE

**(Excerpts From The Minutes
Regarding Will Preparation)**

During the current negotiations the parties discussed the desirability of employees being adequately prepared for significant life changes.

In that regard, Management advised the Union that salaried employees who participate in Optional Life Insurance through Met Life GVUL, may utilize Will preparation services consistent with current plan provisions.

The parties agree that nothing within these excerpts from the minutes in any way alters any provisions of the Company's salaried benefit plans, including the right to amend, modify, or terminate such plans.

swprpB02

26

1

DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES:

MEY BK

NEW

GENERAL MOTORS LLC

DATE

UNPUBLISHED

(Excerpts From The Minutes
Regarding Chairs)

During these negotiations, the Parties discussed the condition of chairs at the nursing stations. As a result of those discussions the Parties agreed that chairs which are found to be broken or damaged beyond repair will be replaced. ~~Prior to replacement of chairs,~~
Ergonomics should be consulted will be consulted to address any special issues or concerns.

schaiC03

1

27

DATE INITIALED: SEP 08 2015

INITIALED BY PARTIES:



NEW

NOT TO BE PUBLISHED

GENERAL MOTORS LLC

DATE

**(Excerpts From The Minutes
Regarding Redeployment of Health Services)**

During the current negotiations the Union expressed a concern that GMHS represented employees may not be aware of the consideration given to continued employment for salaried employees that have been impacted by staff reductions, for any reason.

As a result of those concerns, Management advised the Union that full time nurses affected by a reduction in force will have the available options explained to them at the time of such reduction.

srhsA01

28

1

DATE INITIALED: SEP 18 2015

INITIALED BY PARTIES:



NEW

NOT TO BE PUBLISHED

MEMORANDUM OF UNDERSTANDING
RE: Training Bonus

Date

Subject: Training Bonus

The parties agreed during the course of 2015 National Bargaining that all GM-UAW regular active salaried represented employees will be paid a \$8,000 training bonus following ratification of the Master Agreement. Supplemental on-call salaried represented employees who, as of the effective date of this Agreement, have been compensated in excess of three hundred (300) hours during 2015, will be paid a \$200 training bonus following ratification of the Master Agreement.

Supplemental on-call salaried represented employees who, as of the effective date of this Agreement, have been compensated up to three hundred (300) hours during 2015, shall be paid a \$100 training bonus following ratification of the Master Agreement.

The parties agreed that this fixed payment is not intended as compensation for hours of employment and shall not be included in the regular rate as defined by the Fair Labor Standards Act, in accordance with the exceptions contained in the Act. The parties likewise agree that this payment shall have no roll-up effect on the regular rate defined in this Agreement or otherwise affect calculations of overtime pay, holiday pay, vacation pay, overtime with premium pay, or pension.

For the International
Union, UAW:

For General Motors LLC:

smotbC03

1

29

DATE INITIALED: OCT 25 2015

INITIALED BY PARTIES:

msy AA