



# **2024 UAW-ALLISON TRANSMISSION**

## **CONTRACT SETTLEMENT TENTATIVE AGREEMENTS**

**UAW Local 933  
2320 South Tibbs Avenue  
Indianapolis, IN 46241**

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**On January 5, 2024, the United Auto Workers International Union and its Local No. 933, and the Company, Allison Transmission, Inc., reached the following tentative agreement (“TA”) for a successor bargaining agreement. This TA is unanimously agreed and recommended by each and every member of the respective bargaining committees. In addition to the items listed below, this TA also includes all previous tentative agreements reached by the parties during these negotiations. This TA is contingent upon ratification by the bargaining unit on or before January 16, 2024.**

1. Contract term: Ratification – November 14, 2027
  - Paragraph 223 language attached
2. Ratification bonus = \$7,000.00
  - Revised Doc. No. 39 and Paragraph (97)(f) attached
3. Wage Increases
  - Changes to wage rates effective upon ratification retroactive to November 15, 2023 – paid by final pay period of month following ratification
  - Changes to wage rates in subsequent years take effect the first Monday of September (2024, 2025, 2026, and 2027)
  - 4-year progression for all Production classifications (52-week progression steps)<sup>1</sup>
  - Elimination of Tiers – By the end of the Agreement, all Production classifications will be on the same wage schedule, with exception of Oilers and Material Services employees hired on or before February 1, 2008
  - Minimum 19% top rate wage increase over life of the Agreement, except Oiler and Material Services hired on or before February 1, 2008
  - Average wage growth over life of Agreement versus current rate for ALL employees = 38.6% (not including Lump Sum)
  - Average wage growth over life of Agreement versus current rate for ALL Production employees = 46.2% (not including Lump Sum)

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<sup>1</sup> Pending finalization of merged wage schedule

- Production employees hired on or before February 1, 2008 (current Schedule D<sup>2</sup>)
  - Ratification – minimum 7% wage increase for all classifications except for Oilers and Material Services<sup>3</sup>
  - September 2024 – minimum 3% wage increase for all classifications except for Oilers and Material Services
  - September 2025 – minimum 3% wage increase for all classifications except for Oilers and Material Services
  - September 2026 – minimum 3% wage increase for all classifications except for Oilers and Material Services
  - September 2027 – minimum 3% wage increase for all classifications except for Oilers and Material Services
  
- Production employees hired after February 1, 2008 (current Schedule E or G)
  - Ratification – minimum 10% wage increase
  - September 2024 – minimum 3% wage increase
  - September 2025 – minimum 3% wage increase
  - September 2026 – minimum 3% wage increase
  - September 2027 – minimum 3% wage increase
  - Individual wage growth over life of Agreement versus current rate ranges from 22.9% to 144.5%
  - For Assembler, Skilled, the range of wage growth over life of Agreement versus current rate is 20.4% to 144.1%
  - For FMS, the range of wage growth over life of Agreement versus current rate is 20.4% to 142%

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<sup>2</sup> Schedule D per this Tentative Agreement does not include the Jobsetter/Coordinator classification as all employees in the classification who were hired on or before February 1, 2008, have migrated to Top Pay on Schedule G under the current contract. Jobsetter/Coordinator employees hired on or before February 1, 2008, will receive the following:

Ratification – minimum 10% wage increase  
September 2024 – minimum 3% wage increase  
September 2025 – minimum 3% wage increase  
September 2026 – minimum 3% wage increase  
September 2027 – minimum 3% wage increase

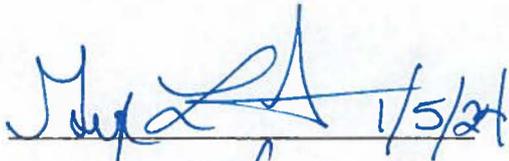
<sup>3</sup> Employees hired on or before February 1, 2008, who are in the Oiler or Material Services classification (Schedule D) will receive the following:

Ratification - 14% Lump Sum  
September 2024 - 6% Lump Sum  
September 2025 - 6% Lump Sum  
September 2026 - 6% Lump Sum  
September 2027 - 6% Lump Sum

- Skilled Trades (Schedule D)
  - Ratification – 10% wage increase
  - September 2024 – 3% wage increase
  - September 2025 – 3% wage increase
  - September 2026 – 3% wage increase
  - September 2027 – 2% wage increase
  - Minimum wage growth over life of Agreement versus current rate = 21%
- 4. Traditional Shift Premium
  - Paragraph 89 and 89b language attached
- 5. Income Protection/Hybrid COLA
  - See Doc. No. 94 (attached) for Income Protection language
  - New paragraph (101b) (Hybrid COLA)
- 6. Increase 401(k) match for employees hired on or after February 1, 2008, from 6 to 8%
- 7. Additional Flex Holidays (5 total flex holidays for all seniority employees – new Schedule B language attached)
  - Eliminate differences between tiers
- 8. Add Juneteenth as a holiday
- 9. Increase of \$3.00 to pension Basic Benefit Rate per year of credited service after October 1, 2027
- 10. Memorandum of Understanding – Overtime (addition of Paragraph (191) to Plan A Saturday)
- 11. Grievances
  - Global settlement of pending skilled trades subcontracting grievances and pending discharge/discipline grievances in second step or higher of grievance procedure - \$1.7 million
- 12. Starting wage rate flexibility
- 13. No increase to premium contributions for health care benefits
- 14. No changes to deductible, co-insurance, or co-pays
- 15. Choice between high deductible and PPO healthcare plans for all seniority employees
  - Legacy healthcare plan remains in place for currently eligible employees
- 16. Thirty-five percent (35%) discount on medical premium for eligible employees per the terms of the Wellness Plan

17. Two (2) weeks of parental leave for birth, adoption, or placement of foster child
  - Language attached
18. Special enrollment within thirty (30) days of ratification for employees hired after January 1, 2019
  - Limited to Medical, HSA, and FSA
  - 1-2 week special enrollment period
    - Parties will discuss term of special enrollment prior to start of special enrollment period with intent to maximize term of enrollment without unnecessarily delaying effective date of benefits
  - Suspend all employer HSA contributions until two (2) weeks after special enrollment period ends
  - Enrolled benefits effective first of month following enrollment period
19. Updated Lump-Sum Payment APPENDIX D letter
20. Add “Exiting the Workforce” definition and qualifications
21. SUB pay benefits extended to 52 weeks for all eligible employees
22. Maintain HRA at \$7,618.00 throughout life of Agreement (update to Retiree Medical Benefits Plan for Hourly Employees – Exhibit K, Section 21.3)
23. Revisions to the Benefits Supplemental Agreements (Benefit Plan Language Letter)
  - Pension Supplemental (legal updates)
  - Retiree Medical Supplemental (legal updates)
  - SUB Agreement (legal updates)
  - Life and Disability Supplemental, legal updates and the following:
    - Modifications of Supplemental Agreement – Life and Disability Benefits Program, Exhibit B, Article II, Section 6, Paragraph (i)(1) and (3)
  - Hourly Employee Savings Plan, legal updates and the following:
    - 5% auto-enrollment (Article IV, Section 4-01(a)(2))
    - Modifications of Exhibit C, Article IX, Section 9.05(p) regarding participant loans
  - Healthcare Supplemental Agreement, legal updates and the following:
    - Dental – Addition of brush biopsy, composite fillings, and supplemental screenings
    - Vision – Increase to \$250 frame allowance
  - Dependent Care Reimbursement Plan (legal updates)
24. Updates to Doc. No. 7 and other Health and Safety commitments
25. Updates to Grievance Procedure
26. \$243,000.00 (Global settlement of pending Snow Day grievances)

- 27. Unresolved language issues moved to LMC
- 28. Plant 14 Memorandum of Understanding
- 29. Revisions to Paragraph 194
- 30. Revisions to Doc. No. 8
- 31. Improvement to service awards for all employees
- 32. Alternative Work Schedules Memorandum of Understanding
- 33. Revisions to Appendix K
- 34. Settled Demands

 1/5/24

George Freeman/Date

 1-5-24

Nathaniel Charny/Date

 1/5/2024

Matthew Carter/Date

 1/5/24

Alyson St. Pierre/Date

 1-5-24

Chris McTaggart/Date

 1/5/24

Emmanuel Boulukos/Date

(223) This Agreement shall continue in full force and effect without change until 11:59 P.M. (Indianapolis time), November 14 ~~2023~~2027. If either party desires to terminate this Agreement, it shall, 60 days prior to November 14, ~~2023~~2027, 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 November 14, ~~2023~~2027, subject to termination by either party on sixty (60) days' written notice prior to November 14th of any subsequent year.

If either party desires to modify or change this Agreement it shall, sixty (60) days prior to November 14, ~~2023~~2027, or any subsequent November 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 October 14th following said notice of intention to modify or change.

**Doc. No. 39**

**RATIFICATION LUMP SUM PAYMENT**

[Insert name & address]

The Company has agreed to provide a lump sum payment of **\$7,000.00**, less applicable withholdings, to each eligible employee who is represented by the UAW, if the Agreement is ratified on or before 11:59 p.m. on **January 16, 2024**. The lump sum payment will be made the second regular pay period following ratification.

Eligible employees who are represented by the UAW are defined as those whose status with Allison on the effective date of this Agreement is one of the following:

- **All seniority and probationary employees of the Company within the bargaining unit represented by the Local 933;**
- 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 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)

Very Truly Yours,

Lorraine Parker-Clegg  
Vice President  
Human Resources

**(97)(f) Ratification Bonus**

Upon successful ratification of the Agreement, Allison will pay each employee **within the bargaining unit represented by the Local 933** a ratification bonus of **\$7,000.00** per the terms of Doc. No. 39. Such bonus will be subject to required payroll taxes. **Probationary employees entitled to the ratification bonus will receive the bonus in the first full pay period after achieving seniority.**

**(101) Lump Sum Pay Increases**

~~Production employees identified in Schedule D, shall receive a lump sum payment in lieu of increases to the Base Rate according to the following schedule:~~

~~**Eligibility Date Amount**~~

~~September 10, 2018 Three percent (3%) of Qualified Earnings~~

~~September 9, 20 19 Three percent (3%) of Qualified Earnings~~

~~September 14, 20 20 Three percent (3%) of Qualified Earnings~~

~~September 13, 2021 Three percent (3%) of Qualified Earnings~~

~~September 12, 20 22 Three percent (3%) of Qualified Earnings~~

~~September 11, 2023 Three percent (3%) of Qualified Earnings~~

Employees in classifications 415B and 392B hired on or before February 1, 2008, shall receive a lump sum payment in lieu of increases to their base rate according to the following schedule:

**Eligibility Date and Amount**

Upon ratification<sup>4</sup> Fourteen percent (14%) of Qualified Earnings

September 2, 2024 Six percent (6%) of Qualified Earnings

September 1, 2025 Six percent (6%) of Qualified Earnings

September 7, 2026 Six percent (6%) of Qualified Earnings

September 6, 2027 Six percent (6%) of Qualified Earnings

Lump Sums will be payable no later than the final pay period in September, as applicable, of the eligibility year.

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

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

Qualified Earnings, as used herein, are defined as income received by an eligible employee from Allison during each designated Lump Sum eligibility year resulting from the following:

- Hourly Base Wages\*
- COLA\*
- 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
- Back pay awards related to the designated eligibility year.

<sup>4</sup> To be paid by final pay period of month following ratification

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

**Night Shift Premiums**

(89) A night shift premium on night shift earnings, including overtime premium pay, will be paid to employees ~~hired on or before February 1, 2008~~, for time worked on shifts scheduled to start in accordance with the following chart:

Schedule Shift Starting Time	Amount of Regular Shift Premium	Amount of Conditional Shift Premium
(1) On or after 11:00 a.m. and before 7:00 p.m.	Five percent	Ten percent for all hours worked after 12 midnight when such employee is scheduled to work more than nine (9) hours and until or beyond 2 a.m.
(2) On or after 7:00 p.m. and on or before 4:48 a.m.	Ten percent	
(3) After 4:48 a.m. and before 6:00 a.m.	Ten percent until 7:00 a.m.	
(4) On or after 6:00 a.m. and before 11:00 a.m.	None	Five percent for all hours worked in excess of eight (8) when such employee is scheduled to work twelve (12) or more hours.

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~~(89b) A premium of sixty cents (\$0.60) per hour on night shift earnings, including overtime premium pay, will be paid to employees hired after February 1, 2008 for time worked on shifts scheduled to start after 11:00 o'clock a.m. First shift employees who's shift starts before 4:48 am will receive sixty (\$0.60) per hour for all hours worked that day.~~

Doc. No. 94

**Income Protection**

[Insert name & address]

Allison Transmission has agreed to pay each eligible employee the following amounts, less applicable withholdings, on the following dates:

Upon Ratification <sup>5</sup>	\$1,000.00
December 13, 2024	\$1,300.00
December 12, 2025	\$1,600.00
December 11, 2026	\$1,800.00

In order to be eligible for this payment, employees must be ~~active~~ **active employed by the Company on the Monday immediately preceding** the date listed above, including employees on an approved leave of absence.

Very Truly Yours,

Lorraine Parker-Clegg  
Vice President  
Human Resources

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<sup>5</sup> To be paid as soon as administratively practical following ratification.

## Schedule B

## VACATION &amp; HOLIDAY SCHEDULE

	Employees hired on or before February 1, 2008	Employees hired after February 1, 2008
<b>Holidays</b>		
Number of Holidays per year	12, 13, or 14	12, 13, or 14
Number of flexible holidays per year	5	5
<b>Vacation</b>		
Less than one year	40 hours	40 hours
One but less than three years	80 hours	80 hours
Three but less than five years	100 hours	100 hours
Five but less than ten years	120 hours	120 hours
Ten but less than fifteen years	140 hours	140 hours
Fifteen but less than twenty years	160 hours	160 hours
Twenty or more years	200 hours	200 hours

**Add Paragraph (106a):**

Eligible employees may take up to two (2) consecutive weeks of paid parental leave (“Parental Leave”) associated with the birth of the employee’s child or the placement of a child with the employee in connection with adoption or foster care. To be eligible for Parental Leave, employees must have reached seniority status, per Paragraph (57) of this Agreement, by the date the leave commences and must have timely submitted notice of intent to take leave, as provided below. Parental Leave is available to be taken at any time during the six (6) months immediately following the birth or placement of the child.

Employees must provide written notice of intent to take Parental Leave (on a form provided by the Human Resources Department) at least ninety (90) calendar days before the date the leave commences. In the event the need for leave is unforeseeable, or becomes foreseeable less than ninety (90) calendar days before the date the leave commences, the employee must provide as much written notice as practicable. Failure to provide written notice as provided herein may result in the denial of Parental Leave or may result in the leave being unpaid.

For those employees who are also eligible for leave under the Family Medical Leave Act (“FMLA”), Parental Leave will run concurrently with FMLA leave taken in connection with the birth or placement of a child.

An eligible employee who takes Parental Leave will be returned to the position held prior to the taking of leave, or a comparable position in the event the prior position is no longer available. An employee who fails to return to work following the expiration of approved Parental Leave will be considered as having voluntarily resigned per Paragraph (111)(b) of this Agreement.

Parental Leave is paid according to the table below. Any payment of Parental Leave is based on the employee’s base hourly rate. Other benefits for which the employee is eligible will continue during the period of Parental Leave, unless otherwise provided in the terms and conditions of this Agreement or any applicable Plan document(s).

The period of Parental Leave is not extended in the event of a multiple birth or single instance of placement of multiple children through adoption or foster care.

**Parental Leave Benefit**

Base Hourly Rate	Weekly Parental Leave Benefit (Maximum 2 Weeks)	Base Hourly Rate	Weekly Parental Leave Benefit (Maximum 2 Weeks)
Under \$14.30	\$340	\$27.60 – 27.94	\$665
\$14.30 – 14.64	\$345	\$27.95 – 28.29	\$675
\$14.65 – 14.99	\$355	\$28.30 – 28.64	\$685
\$15.00 – 15.34	\$365	\$28.65 – 28.99	\$690
\$15.35 – 15.69	\$375	\$29.00 – 29.34	\$700
\$15.70 – 16.04	\$380	\$29.35 – 29.69	\$710
\$16.05 – 16.39	\$390	\$29.70 – 30.04	\$715
\$16.40 – 16.74	\$400	\$30.05 – 30.39	\$725
\$16.75 – 17.09	\$405	\$30.40 – 30.74	\$735

\$17.10 – 17.44	\$415	\$30.75 – 31.09	\$740
\$17.45 – 17.79	\$425	\$31.10 – 31.44	\$750
\$17.80 – 18.14	\$430	\$31.45 – 31.79	\$760
\$18.15 – 18.49	\$440	\$31.80 – 32.14	\$765
\$18.50 – 18.84	\$450	\$32.15 – 32.49	\$775
\$18.85 – 19.19	\$455	\$32.50 – 32.84	\$785
\$19.20 – 19.54	\$465	\$32.85 – 33.19	\$795
\$19.55 – 19.89	\$475	\$33.20 – 33.54	\$800
\$19.90 – 20.24	\$480	\$33.55 – 33.89	\$810
\$20.25 – 20.59	\$490	\$33.90 – 34.24	\$820
\$20.60 – 20.94	\$500	\$34.25 – 34.59	\$825
\$20.95 – 21.29	\$505	\$34.60 – 34.94	\$835
\$21.30 – 21.64	\$515	\$34.95 – 35.29	\$845
\$21.65 – 21.99	\$525	\$35.30 – 35.64	\$850
\$22.00 – 22.34	\$530	\$35.65 – 35.99	\$860
\$22.35 – 22.69	\$540	\$36.00 – 36.34	\$870
\$22.70 – 23.04	\$550	\$36.35 – 36.69	\$875
\$23.05 – 23.39	\$555	\$36.70 – 37.04	\$885
\$23.40 – 23.74	\$565	\$37.05 – 37.39	\$895
\$23.75 – 24.09	\$575	Over \$37.40	\$900
\$24.10 – 24.44	\$585		
\$24.45 – 24.79	\$590		
\$24.80 – 25.14	\$600		
\$25.15 – 25.49	\$610		
\$25.50 – 25.84	\$615		
\$25.85 – 26.19	\$625		
\$26.20 – 26.54	\$635		
\$26.55 – 26.89	\$640		
\$26.90 – 27.24	\$650		
\$27.25 – 27.59	\$660		

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

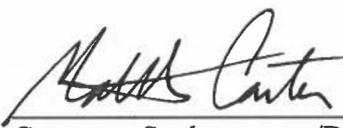
Add subsection 3. to Paragraph 21:

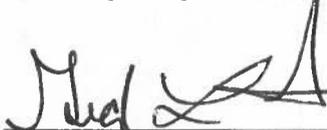
(21) For the purposes of representation in handling grievances and performing other legitimate representation functions as provided herein, committeepersons will be scheduled to report at the plant as follows:

...

3. When an elected representative is absent. (after the Chairperson of Shop Committee's approval) those hours can be delegated to the person of that representative's choosing, with company approval that will not be unreasonably withheld under the circumstances.

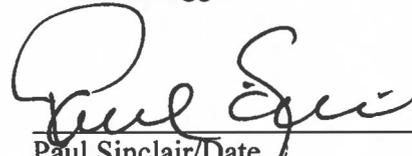
 11/19/2023  
Union Spokesperson/Date

 11/19/2023  
Company Spokesperson/Date

 11/19/2023  
George Freeman/Date

 11/19/2023  
Chris McTaggart/Date

 11/19/2023  
Matt Carter/Date

 11/19/2023  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Revise Grievance Procedure:

**GRIEVANCE PROCEDURE**

The term "grievance" is defined as a written complaint involving the interpretation or application of this Agreement. A grievance does not include a complaint about any act, omission of act, or communication, which occurred before the effective date of this Agreement. The parties agree that the early and expeditious resolution of grievances is in the mutual best interest of the employees, the UAW and Allison. The parties pledge themselves, therefore, to resolve all grievances at the earliest possible stage of the Grievance Procedure, preferably prior to the grievance being filed in written form. The following guidelines have been developed to promote the orderly resolution of employee concerns.

**(28) Oral Presentation of Complaint to Supervisor.** Any employee having a complaint, or one designated member of a group having a complaint, shall first take up the complaint with the appropriate supervisor who will attempt to adjust it.

**(29)** Any employee may request the supervisor to call the committeeperson for that district to handle a specified grievance with the supervisor. The supervisor will send for the committeeperson without undue delay and without further discussion of the grievance.

**(30) Step One – Written Grievance.** Any complaint not resolved in **Oral Presentation to Supervisor**, must be submitted in writing to the Supervisor on forms supplied by Allison and signed by the employee and the committeeperson with specific alleged facts giving rise to the complaint, the specific and applicable Paragraph(s) of this Agreement alleged to have been violated, and the specific remedy requested. Attached to the grievance must be a copy of any documents which are then reasonably available to the employee or committeeperson that support the grievance.

**(30a)** Within ten (10) ~~calendar~~ **working** days of receipt of the completed grievance form and discussion with the bargaining representative, the Supervisor shall provide to the committee person written details of the reason for denial ~~as known by the answering party at the time of the response.~~

**(30b)** Any grievance not resolved in **(Paragraph 30a)** must be appealed, within ten (10) working days of receipt of the Supervisor's detailed ~~(as known by the answering party at the time of the writing)~~ written response. The Supervisor will provide a copy of the appealed grievance to the employee's appropriate manager or functioning substitute (e.g., area manager; quality manager). Within thirty (30) **working** days of such appeal, the **higher level functional manager or higher level functioning substitute (e.g., area manager; quality manager)** ~~(Member of management with no prior involvement in the grievance)~~ and appropriate bargaining representative shall schedule a meeting to discuss the grievance. In the event that a mutually agreeable timeframe cannot be established the Chairperson and the Director, Labor Relations will meet to resolve the scheduling issues. A detailed ~~(as known by the answering party at the time of the writing)~~ written answer shall be given to the union committeeperson within three (3) working days after the meeting.

(31) **Step Two – Appeal to Plant Director.** The **Step One** decision will be final and binding unless the grievance is appealed within three (3) working days of the issuance of that decision. The functional manager will provide a copy of the appealed grievance to the Plant Director of Operations (Director) where the grieving employee is assigned. Within thirty (30) **calendar working** days of receipt of the appeal, the Director will meet with the employee's appropriate shop committeeperson, and such additional representatives, not exceeding two (2) from each side (~~Members of management must have no prior involvement in the grievance~~), to assist in the process and prepare such minutes as each deems appropriate. The Director will give a detailed (~~as known by the answering party at the time of the writing~~) written decision to that committeeperson within three (3) working days from the date of such meeting. The parties attending such meeting shall have full authority to make final and binding settlements on the employee, the UAW, and Allison.

(32) **Step Two and a Half.** Any grievance not resolved in (**Paragraph 31**) must be appealed within ten (10) working days of receipt of the Plant Director's detailed (~~as known by the answering party at the time of the writing~~) written response. Within thirty (30) **calendar working** days of the appeal, the Manager, Labor Relations or their designee and the Chairperson of UAW Local 933 shall meet to discuss the grievance. A detailed written answer (~~as known by the answering party at the time of the writing~~) shall be given to the Chairperson within three (3) working days after the meeting.

(33) When they deem it necessary or advisable, the Chairperson and the Director of Labor Relations shall secure from the **Step Two and a Half** participants the minutes of the Step Two and a Half meeting for use in any subsequent appeal.

(34) This paragraph intentionally left blank.

(35) Detailed written answers, as known by the answering party at the time of the response, will be given by Allison's representative to all written grievances presented by the UAW. Any grievance not appealed from a decision at one step of this procedure to the next step within the established time limits of such decision, shall be considered decided on the basis of the last decision and not subject to further appeal. Failure of Allison to respond within the stated time periods shall constitute adjustment of the grievance in favor of the employee(s) and/or UAW.

The time limits established at any Step of the grievance procedure may be extended by mutual agreement between the parties.

(36) This Paragraph intentionally left blank. ~~Grievances will be mutually adjusted by the Chairperson and the Director of Labor Relations or shall be appealed to the Shop Committee as a whole to be taken up with the Labor Relations Staff and the Highest Local Management.~~

(37) If the grievance is not adjusted at **Step Two and a Half** and the Chairperson decides to appeal, such appeal will be within three **working** days of the issuance of the Step Two and a Half answer. The Chairperson will refer the matter to the International UAW's Regional Director by a written "Notice of Unadjusted Grievance," a copy of which must be simultaneously given to the Manager of Labor Relations, on forms supplied by Allison, and will then prepare a complete "Statement of Unadjusted Grievance," signed by the Chairperson setting forth all facts and circumstances surrounding the grievance. A designated Management representative will also prepare a complete "Statement of Unadjusted Grievance" with Allison's reasons supporting the decision. Copies of the UAW's statement will be exchanged with Allison as soon as possible and in any event within fifteen (15) working days of the date of filing the Notice of Unadjusted Grievance, unless the Chairperson and Manager extend the time period by mutual agreement in writing.

(38) **Step Three.**

The Chairperson of the Shop Committee shall immediately forward copies of the "Statements of Unadjusted Grievance," to the office of the Regional Director of the International Union which shall, as

soon as practicable, determine if an appeal meeting is necessary. The Regional Director (or designee) will be granted permission to visit the facility for the purpose of investigating the specific grievance involved in "Statements of Unadjusted Grievance," providing such a grievance is of the nature that observation or investigation will aid in:

- (1) Arriving at a decision as to whether or not a grievance exists;
- (2) Arriving at a decision as to whether or not such grievance shall be appealed;
- (3) The purpose of its proper presentation in the event of appeal.

Such visits will occur only after the following procedure has been complied with:

(a) The names of the individuals who will be permitted to enter the facility must be submitted in writing to Allison prior to the date such entry is requested. Such names will be submitted to Allison by the Union.

(b) The Regional Director shall give notice in writing to Allison of the request for entry and will identify the representative designated to make the visit and the specific grievance to be investigated. Notice may be given either verbally or in writing.

(c) Allison will acknowledge receipt of the request and set ~~a times during regular working hours~~ which ~~is~~ **are** mutually agreeable for such visit.

(d) A member of the Shop Committee or a district committeeperson may accompany the UAW representative during such visit if such presence is requested. Allison representatives may accompany the UAW representatives during such visit.

(e) ~~Only one such~~ **The** visit on a specified grievance shall be made by the Regional Director, or specified representatives, unless otherwise mutually agreed to.

(f) Such visits shall be restricted to the time mutually agreed upon in Sub paragraph (c) above and shall be of reasonable duration and shall be subject to all General Rules of Conduct (i.e., Shop Rules) which apply to employees and all regulations made by the United States Armed Forces, Federal Bureau of Investigation, or other relevant agency of the United States government.

It is mutually agreed that the purpose of this provision is solely to facilitate the operation of the grievance procedure, and that the UAW representative shall confine such a visit to its stated purpose. If it is necessary the UAW representative may interview the employee or employees signing the grievance and employees in the bargaining unit who have information relevant to the case. Such interview shall be a private interview when requested by the UAW Representative and a suitable place will be provided.

The Step Three meeting between the Regional Director or designee and Executive Director, Labor Relations or designee s ~~(higher level functioning member of management with no prior involvement in the grievance)~~ shall be scheduled within thirty (30) ~~calendar~~ **working** days. Such meeting will be held within one hundred twenty (120) ~~calendar~~ **working** days of being scheduled.

A written answer will be provided within ten (10) ~~calendar~~ **working** days of such meeting.

(38a) Step Three and a Half: Any grievance not resolved in prior steps of the Grievance Procedure must be submitted to mandatory mediation in accordance with the procedures of the FMCS. The Union must submit the request for mediation to the FMCS, with copy to Labor Relations, within thirty (30) working days of the latest written decision at Step Three. The mediation will be scheduled at the earliest date mutually agreeable to the parties and the mediator. If the dispute is not resolved within sixty (60) working days of the mediation session, the grievance(s) may be advanced to Step 4 – Arbitration.

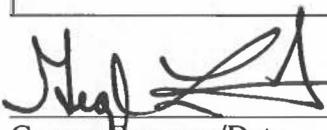
If the grievance(s) is not resolved at mediation, the Regional Director may decide to appeal the case, with notice ~~shall be~~ given on the form "Notice of Appeal to Arbitration" supplied by Allison, sending one copy each to Allison and the Chairperson of the Shop Committee. Such "Notice of Appeal to Arbitration" will carry the same case number as the "Statement of Unadjusted Grievance." Any case not appealed to Arbitration within thirty **working** days, or within thirty (30) **working** days plus any agreed upon extension shall be finally and automatically closed on the basis of the latest written decision of Allison and shall not be subject to further appeal.

(39) **Step 4 – Arbitration.** The decision of Step Three will be final and binding unless the grievance is appealed in writing to Step Four - Arbitration. Such appeal to Arbitration shall be directed to Allison's Executive Director of Labor Relations. Within twenty (20) ~~calendar~~ **working** days, an impartial arbitrator shall be appointed by mutual agreement of the parties. If the Parties are unable to agree to an arbitrator within twenty (20) ~~calendar~~ **working** days, the parties shall use the services of the ~~American Arbitration Association Federal Mediation and Conciliation Services ("FMCS") Arbitration Services~~ and proceed according to its rules as then effective. All arbitrators must be American Arbitration Association ("AAA") and National Academy of Arbitrators ("NAA") certified to be eligible to serve under this Step. The fees and expenses of arbitration and any other jointly incurred expense incurred in connection with the arbitration proceedings shall be paid by the non-prevailing party. The decision of the arbitrator will be final and binding on Allison, the UAW, and the grieving employee or employees.

The jurisdiction and authority of the arbitrator shall be confined exclusively to the interpretation of the explicit provision or provisions of this Agreement at issue in the arbitration.

The arbitrator shall have no authority to add to, detract from, alter, amend or modify any provision of this Agreement or impose on any party a limitation or obligation not explicitly provided for in this Agreement. The arbitrator shall have no authority or power to limit or impair any right that Paragraph 8 of this Agreement reserves to Management. Unless otherwise agreed by the parties, or in cases which the underlying facts are common, each grievance appealed to arbitration shall be the subject of a separate and distinct arbitration hearing and decision, and no arbitrator shall hear or decide more than one (1) grievance in any one (1) arbitration proceeding **unless mutually agreed by all parties.**

After the referral of an unresolved grievance to the Director and prior to the setting of an Arbitration date by the Arbitrator, either party may request the other enter into good faith mediation to determine if there is an alternative to arbitration and resolving the matter(s) at issue. **At any time during Step 4 of the grievance procedure either the parties reserves the right to resolve the grievance.**

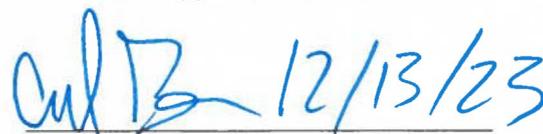
  
George Freeman/Date 12/13/2023

  
Tony Harbin/Date 12/13/23

  
Nathaniel Charny/Date 12-13-23

  
Chris McTaggart/Date 12/13/23

  
Matt Carter/Date 12/13/2023

  
Emmanuel Boulukos/Date 12/13/23

**ALLISON TRANSMISSION INC.**

**AND**

**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933**

**TENTATIVE AGREEMENTS**

**Revise Paragraph 30:**

- (30) **Step One – Written Grievance.** Any complaint not resolved in Oral Presentation to Supervisor, must be submitted in writing, **or digitally** to the Supervisor on forms supplied by Allison and signed by the employee and the committeeperson with specific alleged facts giving rise to the complaint, the specific and applicable Paragraph(s) of this Agreement alleged to have been violated, and the specific remedy requested. Attached to the grievance must be a copy of any documents which are then reasonably available to the employee or committeeperson that support the grievance.
- (30a) Within ten (10) calendar days of receipt of the completed grievance form and discussion with the bargaining representative, the Supervisor shall provide to the committee person written, **or digital**, details of the reason for denial as known by the answering party at the time of the response.
- (30b) Any grievance not resolved in (Paragraph 30a) must be appealed, within ten (10) working days of receipt of the Supervisor's detailed (as known by the answering party at the time of the writing) written, **or digital**, response. The Supervisor will provide a copy of the appealed grievance to the employee's appropriate manager or functioning substitute (e.g., area manager; quality manager). Within thirty (30) days of such appeal, the functional manager and appropriate bargaining representative shall schedule a meeting to discuss the grievance. In the event that a mutually agreeable timeframe cannot be established the Chairperson and the Director, Labor Relations will meet to resolve the scheduling issues. A detailed (as known by the answering party at the time of the writing) written, **or digital**, answer shall be given to the union committeeperson within three (3) working days after the meeting.

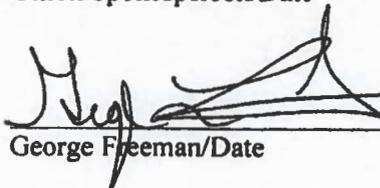
**Revise Paragraph 43:**

- (43) Any grievance involving a dispute regarding an employee's job assignment which has resulted in a loss of work (except as provided in [a] below), or a refusal of Allison to return an employee to work from sick leave of absence by reason of the medical findings of a physician or physicians acting for the Allison, will be initiated at Labor Relations, if such findings are in conflict with the findings of the employee's personal physician with respect to whether the employee is able to do a job to which the employee is entitled, in line with the employee's seniority, or do the disputed job

assignment as the case may be. Failing to resolve the question, the parties may refer the employee to a local clinic or physician mutually agreed upon for an impartial medical opinion as to whether the employee is or is not able to do a job to which the employee is entitled, in line with the employee's seniority, or do the disputed job assignment as the case may be. If Allison and the UAW are unable to agree on any aspect of the referral to a clinic or physician, the case may be appealed as provided in the grievance procedure. Without adding to or modifying any other provisions of this Agreement or any of its Supplements, where an Impartial Medical Opinion (IMO) Program is in effect in a plant the medical authority(s) approved for such program may be the "local clinic or independent physician" provided for above. The expense of any mutually agreed to physical examination(s) in accordance with the above provisions of this Paragraph (43) shall be paid ~~one half~~ by Allison ~~and one half by the Local UAW.~~

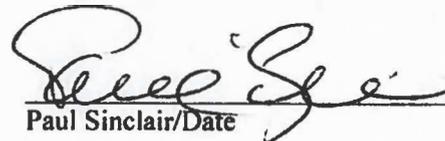
  
Eric Goff 10/30/2023  
Union Spokesperson/Date

  
Matt Carter 10/30/2023  
Company Spokesperson/Date

  
George Freeman 11/11/2023  
George Freeman/Date

  
Chris McTaggart 11/11/2023  
Chris McTaggart/Date

  
Matt Carter 10/30/2023  
Matt Carter/Date

  
Paul Sinclair 10/30/23  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Revise Paragraph 49:

- (49) Deductions from an employee's wages to recover overpayments made in error will not be made unless the employee is notified ~~prior to the end of the month following the month in which~~ within 45 days the check (or payroll order) in question was delivered to the employee. Deductions for overpayments shall be limited to no more than \$150 per pay check. If the employee is on any type of leave the amount deducted will be postponed until the employee returns to work.

Erie Gott 11/7/2023  
Union Spokesperson/Date

Matt Carter 11/6/2023  
Company Spokesperson/Date

George Freeman 11/8/2023  
George Freeman/Date

Chris McTaggart 11/8/2023  
Chris McTaggart/Date

Matt Carter 11/6/2023  
Matt Carter/Date

Paul Sinclair 11/6/23  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

DEMAND	RESPONSE
The Union proposes overtime lists will not be frozen during periods of temporary layoff.	Strike Paragraph 59(rr) of the Skilled Trades Supplement to The Seniority Agreement: <del>(rr) Equalization records during the period of temporary layoff will not be changed. Employees will not be charged in their respective groups for any hours worked, or not worked during the period of temporary layoff.</del>

Frank Rossa 11/7/2023  
Union Spokesperson/Date

[Signature] 11/1/23  
Company Spokesperson/Date

George Freeman 11/8/2023  
George Freeman/Date

Chris McTaggart 11/8/2023  
Chris McTaggart/Date

Man Carter 11/6/2023  
Man Carter/Date

Paul Sinclair 11/6/23  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Revise Paragraph 63b(a)(1):

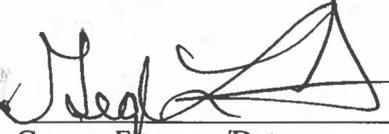
(63b) An employee may have a maximum of twenty (20) applications for transfer on file at any one time as follows:

(a) The employee may specify a classification, a shift, plant and/or a department.

(1) Plants may be designated as 3, 4, 6, 12, 14, 15, 16 and 17. ~~Further, Plant 20 will be subject to a joint selection process.~~

 11/19/2023  
Union Spokesperson/Date

 11/19/2023  
Company Spokesperson/Date

 11/19/2023  
George Freeman/Date

 11/19/2023  
Chris McTaggart/Date

 11/19/2023  
Matt Carter/Date

 11/19/23  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Add subsection (i) to Paragraph (64):

(i) Exiting the Workforce as follows:

1. An employee who exits the workforce under the terms of this Agreement shall cease to be an employee and shall have seniority cancelled as of the last day worked.

2. In order to "exit the workforce" pursuant to this Agreement, an employee must:

(a) Submit a notice of intent to exit the workforce a minimum of 60 days before the last day of work; and

(b) Have achieved a minimum of:

1. 30 years length of service; or

2. 55 years of age and a minimum of 10 years length of service; or

+3.85 points, which is a combination of years of age and length of service.

Revise Paragraph (101)(a)(1):

**(101)(a)(1)** An employee who retires or exits the workforce during the Lump Sum 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 Lump Sum as defined in Paragraph (101).

Revise Paragraph (195):

**(195)** Employees who retire or are retired under the provisions of the Allison's Hourly Rate Employees Pension Plan, or who exit the workforce pursuant to the provisions of Paragraph (64)(i). -shall receive prorated vacation entitlement up to the vacation entitlement to which the employee's seniority would have entitled them on December 31 of the current year as follows:

- in accordance with Paragraph (192) provided the employee has worked at least thirteen (13) pay periods in the eligibility year in which they retire or
- one twenty-sixth (1/26) of the vacation entitlement provided for in Paragraph (191) for each pay period worked within the eligibility year if they have worked less than 13 pay periods in the eligibility year in which they retire.

Revise Paragraph (198):

(198) In the case of an employee who has worked during at least 13 pay periods in the eligibility year and who voluntarily quits, including those who exit the workforce pursuant to the provisions of Paragraph (64)(i), or dies prior to the eligibility date, the vacation entitlement to which the employee would have been entitled based on the number of pay periods worked, shall be paid to the employee or in the event of death, the employee's duly appointed legal representative, if there is one, and, if not, to the spouse, parents, children, or other relative or dependents of such person as Allison in its discretion may determine.

Revise Paragraph (200):

(200) In the case of an employee who goes on sick leave during one eligibility year after having worked fewer than thirteen (13) pay periods in that year and who retires during the next eligibility year under the provisions of Allison's Hourly-Rate Employees Pension Plan, or who exits the workforce pursuant to the provisions of Paragraph (64)(i), before returning to work, the retirement or exit, for the purpose of this Vacation Entitlement Section only, shall be deemed to have occurred as of the day following the employee's last day worked.

Revise Schedule A, Section I. Eligibility:

**I. Eligibility:**

Plan participation will commence in 2017, and remain in effect for each year of this agreement.

All hourly represented employees are eligible to participate provided they have worked 1,000 hours during the course of each year in which payment is made.

Employee is on the active role or on an approved leave at the time the payment is made.

Employees that retire or exit the workforce following the completion of the plan year will receive payment.

Employees that worked 1,000 hours during the plan year and retire or exit the workforce prior to the end of plan year will be eligible to receive payment. Workers Compensation compensated hours shall be counted for purposes of determining whether an employee has worked 1,000 hours.

Revise Doc. No. 65 – Retiree Tuition Assistance Plan

**Doc. No. 65**

**RETIREE TUITION ASSISTANCE PLAN**

~~Mrs. Cindy Estrada  
Vice President  
IPS/CS Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214~~

CE  
at

~~Dear Mrs. Estrada:~~ [\[insert new name and address\]:](#)

A Retiree Tuition Assistance Plan (including personal enhancement courses, approved by recognized accreditation agencies and those approved by government education or training programs) for retired UAW-represented Allison employees shall continue to be funded under the Tuition Assistance Program. Retirees would be eligible to take classes approved on-site at the plant, local union hall or the UAW Region Office from which they retired courses offered to retirees must be those that are available to the active workforce.

The program provides up to \$ 1,750 per calendar year per retiree for the payment of tuition and compulsory fees for approved courses leading to credits or degrees only offered on-site by approved educational institutions, or courses included in a special range of approved competency based courses, including non-credit and non-degree courses or activities.

The Plan will be administered by the Joint Training Committee which has the authority and discretion to interpret the terms of the Plan including, but not limited to, school and course approval, location of courses and program guidelines.

In addition, the grievance procedure set forth in this Agreement has no application to or jurisdiction over any matter related to this joint program.

[Employees who exit the workforce per Paragraph \(64\)\(i\) of this Agreement are also eligible for the Tuition Assistance Program pursuant to the terms of this Document.](#)

Very Truly Yours,

~~Lorraine Parker-Clegg~~ ~~Robert Prie~~

Vice President

Human Resources

Revise Doc. No. 66 - Scholarship Program For Dependent Children And Current Spouses

**Doc. No. 66**

**SCHOLARSHIP PROGRAM FOR DEPENDENT CHILDREN AND CURRENT SPOUSES**

~~Mrs. Cindy Estrada~~

~~Vice President IPS/CS Department~~

~~International Union,~~

~~8000 East Jefferson Avenue~~

~~Detroit, Michigan 48214~~

~~Dear Mrs. Estrada:~~ [\[insert new name and address\]:](#)

During negotiations, the parties discussed the importance of continuing education for school-aged dependent children and spouses of UAW-represented employees. In this regard, the International Union and Allison have agreed to implement the Scholarship Program for Dependent Children and Spouses.

The joint committee established by the Key 4 – Joint Activities will continue to direct the delivery of the program based on the following parameters:

- Eligibility: Dependent children and current spouses of active, retired (including those who exited the workforce per Paragraph (64)(i)), or deceased UAW-represented employees who are pursuing post-secondary education or training at an institution accredited by a governmental or nationally recognized agency are eligible to apply for continuing education support. For purposes of this program, the definition of dependent children will be the same as defined in the ATI Healthcare Plan.
- Amount of Support: An annual amount of up to a maximum of \$1,500 will be reimbursed for each eligible dependent for tuition and/or compulsory fees.
- Funding: Funding for this program, including administrative costs, will be provided through the annual Joint Activities Budget established by the Joint Training Committee.
- Administrative procedures: The Program will be jointly administered by the Joint Training Committee.
- Payments under the Allison-UAW Scholarship Program for Dependent Children and Spouses will be subject to applicable federal, state, and local income tax provisions.

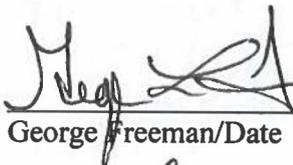
The Grievance procedure set forth in the Agreement has no application to, or jurisdiction over, any matter related to this program.

Very Truly Yours,

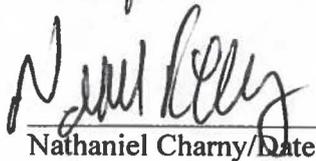
~~Mary Anne Hoffman~~ Lorraine Parker-Clegg

Vice President

Human Resources

 JAN. 4, 2024  
George Freeman/Date

 1/4/24  
Douglas Bolton/Date

 1-4-2024  
Nathaniel Charny/Date

 1/4/24  
Chris McTaggart/Date

 1/4/2024  
Matt Carter/Date

 1/4/24  
Emmanuel Boulukos/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Add subsection (n) to Paragraph 65:

65 (n) Instances of continual loans in an affected group will be addressed by the UAW Shop Committee, Management, and Labor Relations.

Executive Director, Operations.

Chairman of the 11/8/23  
MC 11/8/23

Eric Gott 11/7/2023  
Union Spokesperson/Date

GA. 11/8/2023 MC  
11/8/2023  
Matt Carter 11/6/2023  
Company Spokesperson/Date

George Freeman 11/9/2023  
George Freeman/Date

Chris McTaggart 11/9/2023  
Chris McTaggart/Date

Matt Carter 11/6/2023  
Matt Carter/Date

Paul Sinclair 11/4/23  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Revise Paragraph 66(c):

(c) Group 1 – The employee will be transferred to any Group 1 classification. An employee having seniority in the Transmission Rework Mechanic/Transmission Test Mechanic classification shall be considered as having previously satisfactorily performed the Assembler Skilled classification.

Revise Paragraph 66(e):

(e) Group 3 – The employee will be transferred to any Group 3 classification. ~~An employee having seniority in the Coordinator/Heat Treat Control classification shall be considered as previously satisfactorily performed the Heat Treat/Material Services classification.~~ An employee having seniority in any Group 3 classification shall be considered as having previously satisfactorily performed the Oiler classification.

Add subsection (1) to Paragraph 66(g):

(g) When employees cannot be placed under any of the above provisions, they may fill openings in the General Group, displace the least senior employee in the General Group, or exercise their rights provided in Paragraph (59)(j). Employees surplus to the lower paid General Group due to a reduction in the workforce will remain at the same pay rate of the last classification held prior to entering the General Group. An employee having seniority in the Manufacturing Support classification will be considered as having previously satisfactorily performed the Warehouse Services classification.

(1) Instances when Employees are surplus to a lower paid classification, not in the General Group, will be discussed with the Chairman of the Shop Committee and the Executive Director, Operations.

Eric Gott 11/17/2023  
Union Spokesperson/Date

Matt Carter 11/11/2023  
Company Spokesperson/Date

George Freeman 11/17/2023  
George Freeman/Date

Chris McTaggart 11/17/2023  
Chris McTaggart/Date

Matt Carter 11/11/2023  
Matt Carter/Date

Paul Sinclair 11/11/23  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

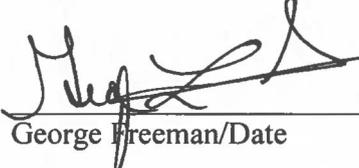
Revise Paragraph 71(m):

(71) Extra work in periods of part-time operation, and overtime, should be equalized among the employees in the group engaged in similar work, as far as practicable. Information concerning equalization of hours status will be openly displayed in the department in such a manner that the employees involved may check their standing.

(m) Management will schedule work in such a manner that hours shall be more equally divided between shifts, provided the shifts have similar productive capabilities. Hours will be tracked and monitored through UAWCAS, or its replacement, in efforts to equalize overtime between the shifts. Where there is only one shift in a group and a new shift is established it shall start at the average of the established shift. Where two shifts exist and a third shift is established, it shall start with the average of the two existing shifts. It is agreed that upon request from the Chairman of UAW Local 933, a discussion with the Executive Director of Human Resources shall take place to investigate excessive spreads between the shifts.

 11/7/2023  
Union Spokesperson/Date

 11/6/2023  
Company Spokesperson/Date

 11/8/2023  
George Freeman/Date

 11/8/2023  
Chris McTaggart/Date

 11/6/2023  
Matt Carter/Date

 11/6/23  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Revise Paragraph 76c:

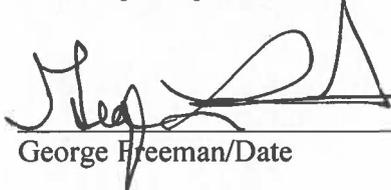
(76c) The Parties further agree that contemplated discipline should be discussed in a calm manner allowing for an objective evaluation of the facts. For situations in which emotions preclude this from happening, the parties agree that, as a matter of practice and when possible, such discussions should be postponed until such time that, in the opinion of Management, a constructive exchange of information could occur.

Notwithstanding the foregoing, the parties recognize that certain actions such as assault, or other serious acts of misconduct, render the "cooling off" period totally inappropriate. District Committeeperson will be contacted if any employee is sent out for a "cooling off" period.

Providing or not providing a "cooling off" period will be without prejudice in the application of any terms of this Agreement and will not be cited or relied upon by an employee or either party as a basis for any grievance.

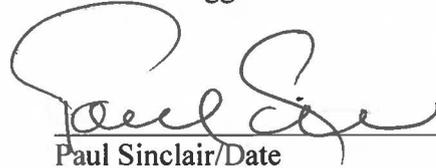
 11/7/2023  
Union Spokesperson/Date

 11/6/2023  
Company Spokesperson/Date

 11/8/2023  
George Freeman/Date

 11/8/2023  
Chris McTaggart/Date

 11/6/2023  
Matt Carter/Date

 11/6/23  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

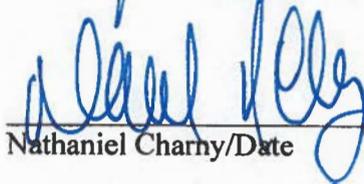
TENTATIVE AGREEMENTS

DEMAND	RESOLUTION
<p>Demand No. 565:</p> <p>The Union demands Continuous Operations are able to defer eight (8) hours of holiday when working the holidays.</p>	<p>Revise Paragraph (87)(3):</p> <p>(3) Such employees will be paid double time <del>and one-half</del> (2.500 times straight time) for the first eight (8) hours worked on any shift that starts on any of the holidays listed in Paragraph (203); for time worked on the calendar holiday in excess of the first eight (8) hours worked on any shift that starts on any such holiday; and for time worked on the calendar holiday in excess of eight (8) hours worked on a shift which starts the previous day and runs over into any such holiday;</p>
<p>Demand No. 630:</p> <p>The Union demands that Continuous Operation employees be allowed to defer eight (8) hours when scheduled to work a holiday.</p>	<p><del>provided, however, that if the particular holiday falls on their regularly scheduled off day(s) and they receive holiday pay pursuant to Paragraph (206) of this Agreement, they will be paid double time instead of double time and one-half for such hours worked.</del> In the case of the employees who work 6 or 7 days during the work week, the first 8 hours worked <del>at double time and one-half or double time, as the case may be,</del> on shifts starting on such holidays shall be counted in computing overtime for work in excess of 40 hours in their working week.</p> <p>Revise Paragraph (206):</p> <p>(206) Employees whose work is in necessary continuous seven-day operations as covered by Paragraph (87) of this Agreement shall receive holiday pay <del>only</del> in the event <del>the holiday falls on one of their regularly scheduled days off, and</del> they meet the other eligibility requirements of this Holiday Pay Section; provided, however, that</p>

such employees shall not receive holiday pay if they are scheduled to work on such day off or are requested to work, and accept such holiday work assignment, and absent themselves from scheduled work on such holiday without reasonable cause acceptable to Allison.

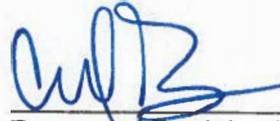
 1/5/24  
George Freeman/Date

 1/4/24  
Douglas Bolton/Date

 1-5-2024  
Nathaniel Charny/Date

 1/4/24  
Chris McTaggart/Date

 1/4/2024  
Matthew Carter/Date

 1/4/24  
Emmanuel Boulukos/Date

ALLISON TRANSMISSION INC.

AND

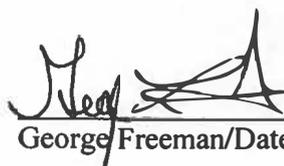
INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Add subsection (3) to Paragraph 98:

(98) Wage Rates and Wage Progression

- (1) Wages and wage progression are set forth by job classification in Schedules D & E.
- (2) All employees who were active with Allison as of the effective date of this Agreement have a starting wage equal to their prior base rate.
- (3) During the course of this Agreement, the Company may, in its discretion, increase starting rate by job classification so long as the starting pay does not exceed the second step of the progression for the classification, as established in this Agreement, with advance notification to the Chairperson of the Shop Committee.

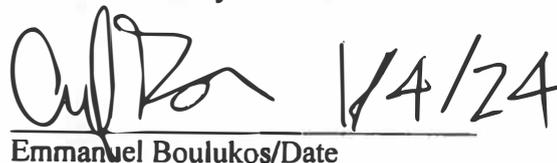
 JAN. 4, 2024  
George Freeman/Date

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Douglas Bolton/Date

 1/4/24  
Chris McTaggart/Date

 1-4-2024  
Nathaniel Charny/Date

 1/4/2024  
Matthew Carter/Date

 1/4/24  
Emmanuel Boulukos/Date

**ALLISON TRANSMISSION INC.**

**AND**

**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933**

**TENTATIVE AGREEMENTS**

**REINSTATE PARAGRAPH 101(b) AS FOLLOWS**

**Par 101(b) Cost-of-Living Allowance (COLA)**

**1. Payment of Allowance; Effect on Other Payments**

Effective January 1, 2025, all employees shall be covered by the provisions of a cost-of-living allowance, as set forth in this Agreement. The cost-of-living allowance (also referred to herein as COLA) shall not be added to the base rate for any classification or any general wage increases, but only to each employee's straight-time hourly earnings.

The cost-of-living allowance shall be taken into account in computing overtime and shift/crew premiums, and in determining all contractual paid time off, and call-in pay.

In calculating how much if any COLA is added to the Employees' wages per this Agreement, the Company shall in the first instance be given credit for the annual Income Protection Payments provided for in this Agreement pursuant to Doc. No. 94 for the prior year divided by a quarter and then by 520 hours (see Income Protection credit chart below). Employees shall have added to their wage rates as provided for in this Agreement that amount of COLA which is above and beyond the amount of the Income Protection Payment credit so calculated and only the amount added to the wage rates shall continue as the quarterly COLA allowance.

**2. Basis for Allowance**

The amount of the COLA shall be determined and redetermined as provided below on the basis of the "Consumer Price Index for Urban Wage Earners and Clerical Workers, (CPI W, Current Series, United States City Average, All Items Less Medical Care, not seasonally adjusted), All Items (1982-84=100), published by the Bureau of Labor Statistics, U.S. Department of Labor" and referred to herein as the "Index."

In the event the appropriate Index figure is not issued before the effective date of: the cost-of-living adjustment, the cost-of-living adjustment that is required will be made as soon as practicable after the receipt of the Index, retroactive to the original effective date of the adjustment.

In the event that the Index shall be revised or discontinued and in the event the Bureau of Labor Statistics, U.S. Department of Labor, does not issue information which would enable

the joint parties to know what: the Index would have been had it not been revised or discontinued, then the joint parties will meet, negotiate, and agree upon an appropriate substitute for the Index. Upon the failure of the parties to agree within sixty (60) days, thereafter, the issue of an appropriate substitute shall be submitted to an Arbitrator for determination. The Arbitrator's decision shall be final and binding.

**3. Amount of Allowance**

For cost-of-living allowance adjustments effective during this Agreement there will be a one cent (\$.01) adjustment in the cost-of-living allowance for each nine hundredths (0.090) change over and above the base prior quarter's index. The quarterly adjustment will be calculated by subtracting the prior quarter's three (3) month average Index from the current quarters three (3) month average Index dividing the result by 0.090, then dividing that result by 100. The result will be rounded to the nearest penny.

In determining the Three-Month Average Index for a specified period, the computed average shall be rounded to the nearest 0.001 Index point.

In no event will a decline in the Three-Month Average Index at the time of ratification provide the basis for a reduction in the wage scale by job classification.

When a quarterly adjustment results in an increase greater than the amount of the Income Protection Credit for that quarter, the amount of the adjustment in excess of the credit will be added to the cumulative amount of cost-of-living allowance previously calculated to arrive at the current cumulative cost-of-living allowance.

When a quarterly adjustment results in a decrease, the adjustment will be subtracted from the cumulative amount of cost-of-living allowance previously calculated to arrive at the current cumulative cost-of-living allowance.

If the Union claims that the Company's calculations in any particular instance were not made in accordance with this Agreement, it may refer the matter to the Arbitrator under the arbitration step of the Grievance Procedure.

An employee's COLA payment will be provided based on the following table:

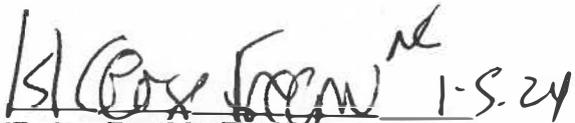
Adjustment	Index calculation period	Weekly Payment will begin on First Full Pay Ending:
1	November, December, and January 2025	March 2025
2	February, March, and April 2025	June 2025
3	May, June, and July 2025	September 2025
4	August, September, and October 2025	December 2025

5	November, December, and January	2026	March 2026
6	February, March, and April	2026	June 2026
7	May, June, and July	2026	September 2026
8	August, September, and October	2026	December 2026
9	November, December, and January	2027	March 2027
10	February, March, and April	2027	June 2027
11	May, June, and July	2027	September 2027

4. End-of-Contract Fold-in of Cost-of-Living Allowance into Base Hourly Rate

Effective on the pay for the last pay period of this Agreement, the September 2027 cost-of-living allowance shall be added to the base hourly rate for each classification, with accommodation for the Income Protection Payment as set forth in this Agreement.

Year	Income Protection Payment	Income Protection Quarterly Credit	Quarterly Hours	Quarterly COLA Credit
2025	\$1,300.00	\$250.00	520	0.625
2026	\$1,600.00	\$325.00	520	0.769230769
2027	\$1,800.00	\$450.00	520	0.865384615

  
George Freeman/Date 1-5-24

  
Doug Bolton/Date 1/5/24

  
Nathaniel Charny/Date 1-5-24

  
Chris McTaggart/Date 1-5-24

  
Matthew Carter/Date 1/5/2024

  
Emmanuel Boulukos/Date 1/5/24

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
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TENTATIVE AGREEMENTS

Revise Paragraph 122:

**Skilled Trades ~~and Apprentice~~ Committee**

(122) An Allison~~T~~-UAW Skilled Trades ~~and Apprentice~~ Committee will be established, composed of ~~four~~<sup>three</sup> representatives of Allison, ~~the Chairperson of the Shop Committee. the Skilled Trades Zone Committee person, and the Chairman~~ and two (2) members of the Local UAW Apprentice Committee, which shall meet monthly unless otherwise mutually agreed. The duties of this Committee shall be:

a. Review and approve revisionse to the uniform shop training schedules from the Apprentice Committee when necessary. The shop training schedules which have been agreed to by the Allison~~T~~-UAW Skilled Trades ~~and Apprentice~~ Committee are made a part of this Agreement.

b. Review and approve revisionse to the related training schedules from the Apprentice Committee when necessary. Example-related training schedules which may be agreed to pursuant Paragraph (123) by the Allison~~T~~-UAW Skilled Trades ~~and Apprentice~~ Committee are made part of this Agreement.

c. Review and approve revisionse, when necessary, to the Allison~~T~~-UAW Standards of Apprenticeship ~~Apprentice Plan~~ from the Apprentice Committee which is made a part of this Agreement.

d. Receive reports of the number of apprentices within each training period by apprentice classification and the number of Journeypersons by classification included in the ratio of apprentices in training to Journeypersons.

e. Establish new apprentice training schedules for classifications in which such schedules have not been previously agreed upon by the Allison~~T~~-UAW Skilled Trades ~~and Apprentice~~ Committee.

f. Approve Pre-Apprentice Training Programs, review, and make disposition of other apprentice training matters referred to the Allison-UAW Skilled Trades Committee.

g. Deal with all matters concerning the Apprentice and Skilled Trades Sections of this Agreement.

- (1) Review, revise, and adopt Journeyperson training matrices based upon Paragraph (127)(b)(2), which are made part of this Agreement.
- (2) Review, revise, and adopt a Standard Training Plan to address core skills, upskilling, reskilling, skill enhancements, and continuing enhancement opportunities for Journeypersons.
- (3) Review, revise, and adopt a weighted list based upon Paragraph (127)(b)(2) for the assessment of Journeyperson candidates. Review, revise, and adopt a questionnaire to assess Journeyperson candidates against the adopted weighted list. This questionnaire will be used as part of the interview process for Journeyperson candidates.
- (4) Revise requests for specialized tools and equipment for use by Skilled Trades to improve productivity and efficiency.

**h.** Disputes concerning the Apprentices and Skilled Trades Sections of this Agreement may be appealed to Arbitration in accordance with Paragraph (55).

Revise Paragraph 123:

(123) Shop and related training schedules will remain in effect until revised. Revised schedules 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. If requirements indicate deviation should be made in such shop or related training schedules, proposed changes must be referred to the ~~Allison~~-UAW Skilled Trades ~~and Apprentice~~ Committee, together with the reason for requesting the deviation, for consideration. Shop training schedules which have not been agreed to, will be reviewed by the ~~Allison~~-UAW Skilled Trades ~~and Apprentice~~ Committee as soon as possible.

Revise Paragraph 127:

(127) The duties and functions of the Apprentice Committee will be as follows:

(a) Negotiate on issues involving the effect of the employment of apprentices on the employment of Journeypersons in the trades involved.

(b) Study other matters that may involve the training of apprentices by Journeypersons in the shop. When machinery, equipment or material is introduced or modified and new skills are required of the Journeyperson classification, the matter may be reviewed to determine the effect on the shop and related training of apprentices including necessary revision of such training. If requested, arrangements will be made with the Apprentice Coordinator for the Apprentice Committee to investigate the new skills on the shop floor. When a meeting is held with an educational institution providing related training to implement changes in the related training curriculum, the UAW members of the Apprentice Committee will be given the opportunity to attend.

- (1) The Apprentice Committee will develop any necessary revisions to the shop and related training schedules. Such revisions will be submitted to the Allison-UAW

Skilled Trades Committee for consideration under the provisions of Paragraph (122).

- (2) The Apprentice Committee will develop a detailed list of skills for incorporation into the Standards of Apprenticeship and any revisions thereof. Such lists and revisions thereof will be submitted to the Allison-UAW Skilled Trades Committee for consideration under the provisions of Paragraph (122).

(c) Progress reports of the apprentice shop and related training schedules will be reviewed in meetings of the Apprentice Committee, except that upon the request of a member of the Apprentice Committee an individual apprentice's record shall be reviewed in a meeting of the Apprentice Committee once during the last thirty (30) day period prior to completion of the apprentice shop training schedule. Problems involving the improper application of the shop training schedules to individual apprentices may be raised with supervision and if necessary discussed with the apprentice on the shop floor by the Chairperson or another UAW member of the Apprentice Committee.

~~(d) (1) Interview tested apprentice applicants in accordance with the Apprentice Selection Procedure. Interview results will be combined with test scores by central scoring where separate lists will be developed, one for seniority employee applicants and one for all other applicants, each list to be in descending order of points scored for each classification for which they have applied. The lists for each apprentice classification will be provided by central scoring for review by the Apprentice Committee. When apprentices are selected, such selections will be on the basis of at least two from the seniority employee applicant list for every one selected from the other list in descending order of total point score in accordance with the Apprentice Selection Procedure; however, more selections from the other list may be made in the event sufficient seniority employee applicants are not available. Notwithstanding the above provisions of this Paragraph, laid-off apprentices may be placed in the classification from which they were laid off prior to the selection of new applicants from either the seniority employee applicant list or the one from all other applicants. Participate in all aspects of the Apprentice Selection Procedure such as interviews and tests. Develop any necessary revisions to Apprentice Selection Procedure with emphases placed on meeting applicable affirmative action goals. Such necessary revisions will be submitted to the Allison-UAW Skilled Trades Committee.~~

(2) When a list of qualified applicants for a classification is exhausted, additional qualified applicants may be placed on the list for that classification.

(3) When necessary, the Apprentice Coordinator will make arrangements to temporarily assign a UAW member of the Apprentice Committee to another shift for the purpose of interviewing applicants or to handle specified, legitimate apprentice matters. The overtime premium pay provisions of this Agreement are hereby waived in such instances and such changes in shift for this purpose will not result in the payment of overtime premium.

(e) All applications for apprenticeship will be available upon request for review by the Chairperson of the UAW members of the Apprentice Committee.

(f) The Apprentice Committee will be provided an ~~Interview~~ List containing the name, employee identification number, Allison employment information, ~~and~~ trades applied for, ~~prior to any interview. The Apprentice Committee will also be provided with~~ a copy of the Final Applicant Rankings of qualified applicants ~~eligible for selection~~ for each classification ~~containing the name~~ and, in the case of employee applicants, the seniority date will be included.

(g) Employees eligible for tuition assistance who express a desire to enter the apprentice program will be advised by a member of the Apprentice Committee of courses that are available through the Tuition Assistance Plan which may help them become better prepared as applicants for apprentice training.

(h) The Apprentice Coordinator and the Chairperson of the UAW members of the Apprentice Committee may confer with new apprentices for the purpose of acquainting the apprentices with the role of Allison, the UAW, and the ATI-UAW Skilled Trades and Apprentice Committee in the apprentice program and to ascertain that the apprentices understand their status and obligations as apprentices in accordance with the Apprentice Training Agreement provided for in Paragraph (144).

(i) The Apprentice Coordinator and the Chairperson of the UAW members of the Apprentice Committee may confer with apprentices where there are indications that apprentices are failing to perform their obligations as apprentices.

(j) Evaluate and credit previous experience as provided for in Paragraph (132).

(k) Issue certificates of completion of apprenticeship as provided for in Paragraph (150).

(l) Each six months, the Chairperson of the UAW members of the Apprentice Committee will be furnished with a list of the number of apprentices in each training period by classification and the number of Journeypersons by classification included in the ratio of apprentices in training to Journeypersons.

(m) Apprentice training matters which are discussed by the Apprentice Committee and are not resolved may be referred to the ~~Allison~~ UAW Skilled Trades ~~and Apprentice~~ Committee for disposition.

Revise Paragraph 129:

(129) Notwithstanding the provisions of Paragraph (128) above, problems involving apprentice related training schedules which cannot be settled by the Apprentice Committee shall not be subject to the Grievance Procedure. Such problems may be referred to ~~Allison~~ UAW Skilled Trades ~~and Apprentice~~ Committee.

Revise Paragraph 130:

#### **Apprenticeship Eligibility Requirements**

(130) Management will review its apprentice training needs and will post on appropriate bulletin boards a list of apprentice openings. In order to be eligible for consideration for apprenticeship,

all applicants must meet the requirements for apprentice training as established in the Standards of Apprenticeship ~~Apprentice Plan~~, including education and other tests, such as aptitude tests. To satisfy the education requirement, the applicant must be a high school graduate, or have an equivalent education such as the high school equivalency test or other methods that may be agreed upon by the Allison ~~FI~~-UAW Skilled Trades ~~and Apprentice~~ Committee, or meet the alternative requirements set forth in the Standards of Apprenticeship ~~Apprentice Plan~~. The new employee applicant must be at least age 18 or otherwise compliant with applicable State and Federal laws, including ITAR, immigration, and naturalization laws.

Revise Paragraph 131:

(131) Notwithstanding other provisions of this Agreement, any seniority employee 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 Journeypersons is inconsistent with skilled trades staffing objectives, such application shall be subject to review and decision by the Allison-UAW Skilled Trades ~~and 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 a related skilled classification.

If such applicants meet all of the requirements for apprentice training as established in the Standards of Apprenticeship ~~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.

Revise Paragraph 132:

#### **Credit for Previous Experience**

(132) The Apprentice Committee may award ~~C~~credit for previous related experience in military service, an apprentice training program, or a skilled trades classification for any other employer, may be given up to the total time required on any phase of the apprentice shop training or related training schedules. Credit for such previous experience will be given to apprentices at the time they have satisfactorily demonstrated that they possess such previous experience and are able to do the job. Related training credit shall be given apprentices at the time that they have demonstrated that they possess the educational knowledge for which they are requesting credit under the related training schedule. At the time such credit is given, the apprentice's wage rate shall be correspondingly adjusted within the apprentice rate schedule based on the amount of credit given toward completion of the shop training schedule.

Any dispute over such credit shall be referred to the Allison ~~FI~~-UAW Skilled Trades ~~and Apprentice~~ Committee for decision.

Revise Paragraph 133:

#### **Term of Apprenticeship**

(133) The term of apprenticeship will be ~~nominally four (4) years in length, but shall be~~ based on

the number of hours actually worked. The shop schedule (OJT) shall be divided into eight (8) periods as specified in the Standards of Apprenticeship ~~of 916 hours each.~~

Revise Paragraph 140:

#### **Ratio of Apprentices to Journeypersons**

(140) The number of new apprentices who may be enrolled shall be determined on the basis of the number of Journeypersons employed for the program averaged over the preceding twelve (12) months. The ratio of apprentices in training to Journeypersons should not exceed one (1) apprentice to eight (8) Journeypersons. However, the UAW agrees that Allison can establish a ratio of apprentices to Journeypersons in excess of the one (1) to eight (8) ratio, but not to exceed a ratio of one (1) apprentice to five (5) Journeypersons. Deviations below the one (1) to five (5) ratio may be agreed to by the 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 Journeypersons in the same classification are laid off due to a permanent reduction in force will be referred to the Allison-UAW Skilled Trades and Apprentice Committee for decision.

Revise Paragraph 140b:

#### **Reduction in Force (Unusual Circumstances)**

(140b) In the event the reduction in force is due to unusual circumstances, including, but not confined to: a transfer or discontinuance of an operation, major technological developments, the elimination or consolidation of classifications, the discontinuance of a shift, or a drastic reduction in the level of work resulting in a heavy reduction in the skilled work force; Allison, the Shop Committee and the UAW members of the Apprentice Committee will mutually agree to an acceptable layoff and recall plan. Such a layoff plan may provide for reducing the ratio below one (1) to eight (8), or for laying off all apprentices in a particular trade. A plan that provides for the layoff of all apprentices in a particular trade is to be reviewed and approved in advance by the Allison-UAW Skilled Trades and Apprentice Committee.

Revise Paragraph 141:

#### **Standard Work Week**

(141) To maintain the proper schedule for graduating apprentices, their standard work week, including time spent in connection with related training, will be no less than forty (40) hours.

(a) Apprentices may be assigned to overtime work when all Journeypersons 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 ~~Allison and the Shop~~ the Allison-UAW Skilled Trades Committee.

(b) Equalization of any overtime available to apprentices is subject to arrangement between

Allison and the UAW in a manner consistent with the shop and related training of each apprentice.

(c) Individual apprentices will not be assigned to work overtime for the purpose of completing their apprentice training ahead of other apprentices in like circumstances in the trade.

Revise Paragraph 143:

#### **Allowance - Tools, Books, Supplies**

(143) As soon as practicable after being placed in an apprentice group, apprentices will be furnished an appropriate new tool box, which will become the property of the apprentice upon graduation. At the same time and also upon satisfactory completion of the first period ~~of 916 hours of work~~ they will be paid an allowance of \$300.00 for the purchase of tools, books and supplies. Upon satisfactory completion of the second, third, fourth, fifth, sixth and seventh periods ~~of 916 hours of work~~ in the apprentice program, apprentices will be paid \$200.00 for the purchase of tools, books and supplies. Allison will assist apprentices in obtaining tools. Upon completion of all shop and related training requirements and graduation, apprentices will be paid \$300.00 for a total allowance of \$2,100.00 including credit granted for prior experience pursuant to Paragraph (132) less any such payments previously received. The apprentice shall be supplied all the tools on the apprentice tool list for their trade within fourteen (14) calendar days of entering the apprentice program.

Revise Paragraph 145:

#### **Related Training**

(145) Apprentices shall be required during the period of this apprentice program, to complete a program of related and supplemental classroom instructions ~~not to exceed for no less than~~ 576 hours during ~~the term of apprenticeship a four year training course~~, less the amount of related training for which they received credit pursuant to Paragraph (132). Exceptions ~~up to a maximum in excess of 672~~ 704 hours may be jointly recommended for specific classifications by the Apprentice Committee subject to approval by the Allison~~FI~~-UAW Skilled Trades ~~and Apprentice~~ Committee.

Revise Paragraph 148:

(148) Allison agrees to pay, on behalf of apprentices covered by this Agreement, registration fees and/or tuition required in connection with related training under the apprentice program, ~~but not to exceed for no less than~~ 576 hours of related training. However, if an Apprentice does not meet the minimum grade criteria of a "C" or higher, they will be required to retake the specific class on their own time and at their expense. If there is a refusal to retake the class Apprentice will be removed from the program. If the class is taken a second time and the grade is lower than "C" the Apprentice will automatically be removed from the program.

Revise Paragraph 149:

#### **Progress Reports**

(149) An accurate record shall be kept of the hours worked by each apprentice under the training program. These hours shall be recorded on appropriate electronic forms. Where the basic work processes are subdivided on the uniform shop training schedules, a more detailed breakdown of hours conforming to such subdivisions, which do not change the uniform shop training schedules, may be developed.

Revise Paragraph 150:

#### **Certificate of Completion**

(150) Upon completion of apprenticeship, a certificate, a copy of which is contained in the Standards of Apprenticeship-~~Apprentice Plan~~, will be issued to the apprentice. The certificate shall be signed by Allison and the UAW Members of the Apprentice Committee. The Apprentice Committee will recommend to the Bureau of Apprenticeship and Training, U.S. Department of Labor, or to the state agency in those states where appropriate, that a certificate signifying completion of the apprenticeship be issued to the Apprentice.

Revise Paragraph 152:

#### **Skilled Trades Vacancies**

(152) Allison will study its future staffing needs, and at least once each six months will post on the appropriate bulletin boards a list of jobs, if any, for which a shortage of Journeypersons is anticipated. Where qualified Journeypersons are not available either through new hires, from Journeypersons currently working on other than skilled trades classifications who have submitted appropriate documents to Allison pursuant to Paragraph (178), or from graduated apprentices, employees working on other than skilled trades classifications will be permitted to file application for vacancies in skilled trades classifications listing their qualifications for such jobs. However, subject to rules and conditions established by written agreement employees working in skilled trades classifications will be permitted to file application for vacancies in other skilled trades classifications listing their qualifications for JIT consideration pursuant to Paragraph (178)-~~such jobs~~.

Revise Paragraph 153:

(153) ~~Notwithstanding other provisions of this Agreement,~~ Allison may select non-Journeyperson seniority employees meeting Paragraph (178) JIT Qualifications who have previously filed an application, as provided ~~above~~ in Paragraph (152), for transfer to the skilled trades classifications for training and to perform the work in such classifications.

Employees transferred to skilled trades classifications will be selected on the basis of their qualifications, and when their qualifications are equal, employees with the longest seniority will be given preference.

Revise Paragraph 154:

(154) When no applications of seniority employees with qualifications have been filed for transfer, non-seniority employee applicants meeting Paragraph (178) JIT Qualifications may be transferred

or new non-Journeyman applicants meeting Paragraph (178) JIT Qualifications with ~~qualifications~~ may be hired for the work.

Revise Paragraphs 178 and 178a:

### **Definition of "Journeyman"**

~~(178) The term "Journeyman" when used in this Agreement means an employee who: (1) has satisfactorily completed a bona fide apprentice training course with similar standards to the ATI-UAW Apprentice Training Program; or (2) one who has properly carried such Journeyman status in any Allison plant under the terms of previous agreements between the parties; or, (3) one who has been reclassified as a Journeyman under the terms of the Skilled Trades Section of this Agreement; or (4) one, newly hired, who meets one of the above alternative requirements or can prove work experience in the trade at least equivalent to that on the job experience required for reclassification to Journeyman. Copies of any documents presented pursuant to this provision will be furnished to the Chairperson of the Shop Committee upon request.~~

- Completes a bona fide apprenticeship program with standards equivalent to the UAW-DOL Apprenticeship Standards, or
- Has eight (8) years of documented experience in the trade, or
- Has five (5) years of documented experience in that classification and three (3) years of documented experience in a related apprenticeable classification, or
- Has experience and training equivalent to that required in a bona fide apprenticeship program as set forth above.

It is the obligation of the Skilled Trades applicant to present the appropriate documentation as proof of qualification for Journeyman status at the time the applicant is hired. If the candidate's qualifications are in question during the interview at the Local Union level, the concerns will be forwarded to the Allison-UAW Skilled Trades Committee prior to hire. Any unresolved question of the candidate's qualifications will be forwarded to UAW Regional Representative and management for review and verification prior to hire.

~~(178a) This paragraph intentionally left blank. Journeymen in an apprenticeable classification will be considered to be a Journeyman classified in the classification(s) for which they are qualified and which is (are) related to that apprenticeable classification.~~

~~For the purpose of this Paragraph, the machine operations listed in the apprentice training schedules, are considered related to their respective classification. In addition for this purpose, the parties may determine, in writing, other classifications, which are to be considered related to these and other apprenticeable classifications, subject to approval of the ATI-UAW Skilled Trades and Apprentice Committee. In the event the parties are unable to reach agreement, the area of difference will be referred to the ATI-UAW Skilled Trades and Apprentice Committee for resolution on the basis of the specific facts involved. The ATI-UAW Skilled Trades and Apprentice Committee will also determine classifications which are to be considered related to~~

~~the apprenticeable classifications.~~

Add Memorandum of Understanding – Journeyman Hiring Standards:

**MEMORANDUM OF UNDERSTANDING  
JOURNEYPerson HIRING STANDARDS**

During the current negotiations the parties had dialogue regarding the utilization of the Apprenticeship program and the resultant evaluation process for external hiring of Journeyman candidates.

The skills of Journeyman candidates will be jointly evaluated during the interview process using the questionnaire and weighted list established by the Allison-UAW Skilled Trades Committee. Interviewed candidates with an evaluation score below 70% will not be offered a Journeyman or Journeyman in Training position. All assessments and evaluations referenced in this Memorandum are against the weighted list established by the Allison-UAW Skilled Trades Committee.

The skills of probationary Skilled Trades employees will be jointly evaluated during the onboarding process with the assistance of Seniority Journeymen. Further details of this process will be established by the Allison-UAW Skilled Trades Committee.

New hires with 95% or greater skills assessment will be Journeymen at 100% of top rate.

New hires with 70% to 94% of the Paragraph 122(k) weighted skills will be Journeymen in Training.

**Journeyman In Training (JIT)**

Journeymen in Training (JIT) will advance to top pay based on assessment of their skills.

<u>Level</u>	<u>Skill Assessment</u>	<u>Percentage of Top Rate</u>
<u>JIT-1</u>	<u>70% to 84%</u>	<u>90%</u>
<u>JIT-2</u>	<u>85% to 94%</u>	<u>95%</u>
<u>Journeyman</u>	<u>95% to 100%</u>	<u>100%</u>

**Training Plan**

Upon hiring of a new Journeyman, initial transfer rights will be honored. Management will coordinate with the Apprentice Committee in developing an individualized training plan within 45 days of entry into the classification. The new Journeyman in Training may then be corralled for 90 days. The Allison-UAW Skilled Trades Committee may mutually agree to a training plan, which allows for the JIT to be corralled beyond 90 days or moved in the interest of training.

**Overtime**

JIT-1 will equalize with each other and augment with Journeypersons. JIT-1 will not be offered overtime until after the Journeypersons group on their shift has been exhausted. JIT-2 will equalize with Journeypersons. JIT-1 reaching JIT-2 will be averaged into the Journeyperson group the following Monday or Tuesday in the case of a Monday holiday.

### Assessment And Disputes

Assessment remains the responsibility of Management, though it will include a UAW member of the Apprentice Committee. The Allison-UAW Skilled Trades Committee will be provided a copy of all assessment and evaluation documentation. Disputes about the assessment process, training, or wage advancement will be discussed by the Allison-UAW Skilled Trades Committee, and thereafter the regular grievance procedure will apply if unresolved.

### Modification

This Memorandum may be modified or canceled by mutual agreement of the Allison-UAW Skilled Trades Committee.

Add new Document regarding Discussion about Standards of Apprenticeship:

### DISCUSSION ABOUT STANDARDS OF APPRENTICESHIP

During these negotiations, the parties held extensive discussions about the training, duration, and evaluation of apprentices. The merits of time-based and competency-based apprenticeships were discussed. The parties have decided to remove rigid contractual limitations, deferring to the Standards of Apprenticeship.

In consideration of evolving technology, the Apprentice Committee will continue to discuss the merits of time-based, competency-based, or a hybrid approach to the program. The current Standards of Apprenticeship will continue until modified by mutual agreement under Paragraph (122).

Revise Doc. No. 26:

Doc. No. 26

### JOB SECURITY – APPRENTICE TRAINING AND JOURNEYPerson DEVELOPMENT

~~Mrs. Cindy Estrada  
Vice President IPS/CS Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214~~

Dear ~~Mrs. Estrada~~:

During negotiations, the UAW and Allison 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 UAW and Allison 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 trade's demographics, potential future retirements, and attrition, Allison has agreed to continue to place primary reliance on the Allison-UAW Apprentice Program as the training source for future UAW skilled tradesmen/women. Exceptions to this must be approved by the Allison-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 Journeypersons.

Allison intends to continue to indenture apprentices in the trades identified in the Agreement. Additional apprentices will be added as needed during the term of this Agreement provided that qualified candidates can be found who meet all the selection criteria and affirmative action goals can be met. The number, selection and 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. Requests for apprentices, the rate of placement, and forecasted requirements will continue to be reviewed by the ~~Parties~~ Allison-UAW Skilled Trades Committee consistent with other understandings regarding skilled trades job security.

~~It is understood that in~~ In cases of an immediate need for Journeyperson skills, it may be necessary to hire Journeypersons in place of the apprentices. In that case, Allison will have advanced discussion with ~~inform~~ the Allison-UAW Skilled Trades Committee about ~~of~~ the number of Journeypersons ~~hired~~ needed and the reasons. Also, in these discussions the parties reviewed the need to give priority consideration to the placement of laid off skilled tradesmen/women.

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 consistent with established Employee Placement Procedures. Any necessary retraining programs must be approved by the Allison- UAW Skilled Trades ~~and Apprentice~~-Committee.

Very Truly Yours,  
~~Robert Price~~  
~~Vice President~~  
~~Human Resources~~

Revise Doc. No. 89:

Doc. No. 89

## SKILLED TRADES MANPOWER

~~James King~~ George Freeman III

Chairperson  
UAW Local 933

Dear Mr. ~~Freeman~~ King:

During the current negotiations the parties reviewed apprentice needs. Specifically, the Company outlined the following plans:

### New Apprentices

~~The Company plans to retain twenty five (25) apprentice positions over the life of the agreement.~~

- (1) The Company will add a number of apprentices to increase the total number of apprentices to twenty-five (25) no later than the end of Q2 2024.
- (2) The Company plans to maintain at least fifteen (15) apprentice positions over the life of the agreement
- (3) A four (4) year rolling average of the ages of Skilled Trades employees at the time of retiring or exiting the workforce pursuant to the terms of Paragraph 64 of this Agreement will be calculated. When a Journey person reaches the rolling average age minus four years, the Allison-UAW Skilled Trades Committee will evaluate the addition of an apprentice to the same trade. This evaluation will take place in the 3rd quarter with any subsequent Apprentice adds to occur in the following 1st quarter. For example, if the average retirement or exit age for the prior four years is 66, then when a journey person reaches 62, the need for an apprentice will be evaluated.
- ~~(4)~~ (4) When a Journey person separates from the Company, a requisition will be created for an apprentice or a replacement Journey person in the case of immediate need. This provision will not apply if such Journey person triggered the creation of an apprentice in the above third provision.

~~Progress toward the above stated plan will be reviewed regularly between the parties.~~

Should business conditions not favor the addition of an apprentice/JIT/Journey person through any of the above provisions, The Allison-UAW Skilled Trades Committee will discuss the situation. The Allison-UAW Skilled Trades Committee may mutually agree to cancel or delay the addition of an apprentice/JIT/Journey person. The Allison-UAW Skilled Trades Committee may add an apprentice to a different trade by mutual agreement.

Very Truly Yours,

~~Mary Anne Hoffman~~  
~~Vice President~~  
~~Human Resources~~

Revise Paragraph 10 of the Skilled Trades Supplement to The Seniority Agreement Appendix C:

10. After initial placement and existing (150) transfers are honored, Management reserves the right to “corral” newly hired tradespersons in a plant, and/or department, and/or shift for a period of up to forty five (45) days following orientation. Such “corralled” employees are not subject to this Appendix C for this period.

Revise Doc. No. 29:

**Doc. No. 29**

### APPRENTICE WORK ASSIGNMENTS

~~Mrs. Cindy Estrada~~  
~~Vice President IPS/CS Department~~  
~~International Union, UAW~~  
~~8000 East Jefferson Avenue~~  
~~Detroit, MI 48214~~

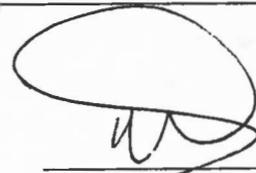
Dear ~~Mrs. Estrada~~:

Consistent with training methods and facilities in the plant, apprentices will not be assigned to perform work without a Journeyperson being present until after the sixth (6th) period. After the sixth (6th) period, the apprentice may be assigned a job provided the apprentice has been trained to do the job; has been instructed in the proper safety procedures; and is considered competent to perform the assignment. Experienced Journeypersons will be available to assist the apprentice in many of the normal floor assignments until that sixth (6th) level of competence has been completed. Exceptions to this must be approved by mutual agreement of the Apprentice Committee. Ordinarily, “high risk” jobs would not be an appropriate assignment to be performed alone. However, the definition of “high risk” jobs is subject to the approval of the respective Safety Review Board.

Problems in this regard are a matter for review by the Allison-UAW Skilled Trades ~~and Apprentice~~ Committee.

Very Truly Yours,  
~~Mary Anne Hoffman~~  
~~Vice President~~  
~~Human Resources~~

Frank Rossa 11/22/2023  
Union Spokesperson/Date

  
11/21/23  
Company Spokesperson/Date

  
George Freeman/Date 11/21/2023

  
Chris McTaggart/Date 11/21/2023

  
Matt Carter/Date 11/21/2023

  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Revise Paragraph 194:

**(194)** Eligible employees may use forty (40) hours of their vacation entitlement during the eligibility year, vacation restricted (VR), provided their absence from work is for not less than four (4) continuous hours and is excused for illness (when not receiving Sickness and Accident benefits), or personal business, or a leave of absence for vacation purposes. Periods of absence less than four (4) continuous hours may be granted by Allison upon prior approval.

Employees subject to the Special Procedure for Attendance will have VR time allocated per the terms of Document 8. Use of VR time on Friday or Monday does not automatically excuse employees for Plan A Saturdays.

Employees that are not in the Attendance Procedure and did not have perfect attendance the previous calendar year, or have been hired in the current calendar year and have achieved seniority, will be granted VR hours for unscheduled absences, up to three (3) instances, provided their absence from work is for not less than four (4) continuous hours and a request for regular vacation time off had not been previously denied, subject to the terms of this agreement. Use of VR time on a Friday or Monday does not automatically excuse employees for a Plan A Saturday. VR hours remaining after the three (3) instance outlined above may be taken for unscheduled absences subject to Management approval.

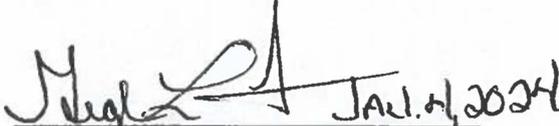
For employees that had perfect attendance the previous year, 40 hours of their vacation entitlement during the eligibility year for unscheduled absences up to five instances provided their absence from work is for not less than four (4) continuous hours and a request for regular vacation time off had not been previously denied. VR time will not be approved on the last scheduled work day before and the first scheduled work day after holidays. In no instance will VR time be allowed if the time off is as a result of concerted action by the employees or the Union.

Employees will be entitled 4 tardies (1 hour or less), per calendar year, to be covered by VR hours balance.

For employees utilizing FMLA such employees can retain up to 40 Vacation Restricted (VR) hours.

Further, Management will have the ability to "blackout" three dates during any calendar year in which VR time may not be used. These dates will be communicated to the Union at least seven (7) days in advance. Any portion of the forty (40) hours remaining after the five instances have

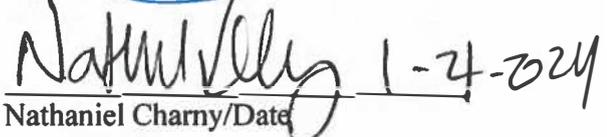
been allocated, as outlined above, must be scheduled in advance. Periods of absence less than four (4) continuous hours may be granted by Allison upon prior approval.

  
George Freeman/Date

  
Chris McTaggart/Date

  
Matthew Carter/Date

  
Douglas Bolton/Date

  
Nathaniel Charny/Date

  
Emmanuel Boulukos/Date

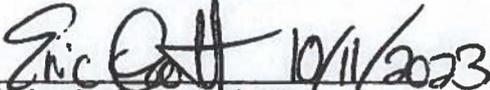
ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

DEMAND	RESPONSE
The Union demands vacation allotments be done in January, not February.	Revise paragraph (202e): "Allison will establish a procedure whereby employees, during <del>February</del> <u>January</u> , may make application in writing for vacation time off, indicating first, second and third choices...."

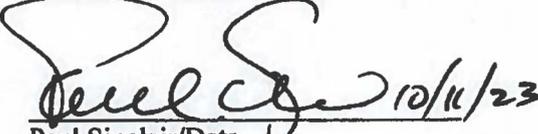
  
Eric Galt 10/11/2023  
Union Spokesperson/Date

  
Matt Carter 10/11/2023  
Company Spokesperson/Date

  
George Freeman 10/13/2023  
George Freeman/Date

  
Chris McTaggart 10/10/2023  
Chris McTaggart/Date

  
Matt Carter 10/11/2023  
Matt Carter/Date

  
Paul Sinclair 10/11/23  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
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TENTATIVE AGREEMENTS

Revise Paragraph 218b:

(218b) When death occurs in a seniority employee's immediate family as defined below, the employee, on request, will be excused for the time period noted below any of the first three (3) normally scheduled working days or the first five (5) normally scheduled working days in the case of the death of an employee's current spouse, parent, child, or stepchild (excluding Saturdays, Sundays and holidays) immediately following the date of death, or at a mutually agreed upon timeframe. The five-(5) day limit will also apply in cases of multiple deaths of members of the employee's immediate family resulting from a single incident. The immediate family for purposes of this Paragraph (218b) is defined as including the employee's:

<u>Three (3) days</u>	<u>Five (5) days</u>
<u>Grandparent</u>	<u>Current Spouse</u>
<u>Great Grandparent</u>	<u>Parent</u>
<u>Grandchild</u>	<u>Child</u>
<u>Brother</u>	<u>Step-Child</u>
<u>Step-Brother</u>	
<u>Half-Brother</u>	
<u>Sister</u>	
<u>Step-Sister</u>	
<u>Half-Sister</u>	
<u>Current Spouse's Parent</u>	
<u>Current Spouse's Step-Parent</u>	
<u>Current Spouse's Grandparent</u>	
<u>Current Spouse's Great Grandparent</u>	
<u>Current Brother-in-law</u>	
<u>Current Sister-in-law</u>	
<u>Current Son-in-law</u>	
<u>Current Daughter-in-law</u>	
<u>Current Step-Parent</u>	

~~Current Spouse~~  
~~Parent~~  
~~Step-Parent~~  
~~Grandparent~~  
~~Great-Grandparent~~

~~Child~~  
~~Step-Child~~  
~~Grandchild~~  
~~Brother~~  
~~Step-Brother~~  
~~Half-Brother~~  
~~Sister~~  
~~Step-Sister~~  
~~Half-Sister~~  
~~Current Spouse's Parent~~  
~~Current Spouse's Step-Parent~~  
~~Current Spouse's Grandparent~~  
~~Current Spouse's Great-Grandparent~~  
...

Remainder of language in paragraph to remain the same.

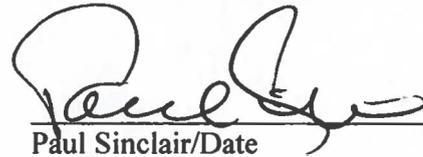
 11/20/2023  
Eric Gott  
Union Spokesperson/Date

 11/20/2023  
Matt Carter  
Company Spokesperson/Date

 11/20/2023  
George Freeman  
George Freeman/Date

 11/20/2023  
Chris McTaggart  
Chris McTaggart/Date

 11/20/2023  
Matt Carter  
Matt Carter/Date

 11/20/23  
Paul Sinclair  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Addition to Skilled Trades Supplement to the Seniority Agreement – Appendix C:

11. An employee who exercises their 150 rights under the provisions of this Agreement and is subsequently moved via the Seniority Agreement shall be permitted to make application under Appendix C immediately.

Frank Rossa 11/7/2023  
Union Spokesperson/Date

[Signature] 11/1/23  
Company Spokesperson/Date

[Signature] 11/8/2023  
George Freeman/Date

Chris McTaggart 11/8/23  
Chris McTaggart/Date

[Signature] 11/6/2023  
Matt Carter/Date

[Signature] 11/6/23  
Paul Sinclair/Date

**ALLISON TRANSMISSION INC.**

**AND**

**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933**

**TENTATIVE AGREEMENTS**

Revise Skilled Trades Supplement to the Seniority Agreement - Appendix E:

**SKILLED TRADES SUPPLEMENT TO THE SENIORITY AGREEMENT  
APPENDIX E**

1. In making job assignments, Management recognizes the installation, maintenance and repair of machines, equipment and facilities is work properly belonging to skilled trades employees who have historically performed this work. Management intends to respect the basic differences between the trades and recognizes the importance and prestige of its tradesmen/women.
2. Skilled tradesmen/women are expected to perform incidental tasks normally associated with other skilled classifications which are necessary to the completion of the primary assignment. Employees will not be asked to perform incidental or secondary tasks where to do so would create a safety hazard for themselves or someone else.
  - a. It is understood that all Skilled Trades personnel may be required to deliver the necessary tools, supplies, material, equipment, and other necessary items to complete any task or job which they are assigned. ~~after a project kit has been delivered, the movement of material and tools needed to complete the assignment that do not require rigging can be done by any tradesperson. Examples include: drywall, lumber, pipe, wire, conduit, tools, and equipment on pallets.~~
3. Management states that as a general policy it is the Company's desire to assign work to employees that falls within their skilled classification, and not to regularly or continuously make skilled work assignments that cross those classification lines to the extent that it breaks down the lines of demarcation between skilled classifications.
4. It is further agreed that when day-to-day disputes arise, the Parties will discuss these items and attempt to resolve them. Both Parties agree that disputes involving skilled trades work assignments will continue to be handled in accordance with Paragraphs (182)(a) through (182)(d) of the Allison Transmission-UAW Agreement. Further, the Parties recognize that this understanding does not modify the proper application of Paragraph (71) of the Allison Transmission-UAW Agreement or the Local Equalization of Hours Agreement and complaints regarding such matters will continue to be handled in the grievance procedure.

Revise Paragraph (182):

**Lines of Demarcation**

(182) (a) The Chairperson of the Shop Committee, or designee, may request the Labor Relations Manager or Director to arrange a special conference meeting of the Allison-UAW Skilled Trades Committee 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 meeting will be attended by two committeepersons representing employees in skilled trades classifications, the Chairperson of the Shop Committee, a representative(s) of the section of the Management organization in charge of the skilled trades activity involved, a representative of labor relations and another representative of Allison. The Regional Director of the International Union or a designated representative, upon request, ~~to the Manager, Labor Relations,~~ may attend the conference.

(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 and incorporated into the Allison-UAW Lines of Demarcation Handbook, unless otherwise agreed to by the parties. If the matter is not resolved, the UAW 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 Allison, within ten (10) working days of the special conference. Within five working days thereafter, Allison will prepare and give to the UAW a complete statement of the facts of the case and the reasons for the position taken. The UAW may within 30 days of such delivery forward the Union's statement and the Management's statement to the Director of the Heavy Truck Department of the International Union.

(c) Thereafter, if the matter remains unresolved, a grievance may be opened at Step Two and a Half of the grievance procedure. 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 ATI-UAW Skilled Trades and Apprentice Committee by written notice to the Manager, Labor Relations.

(d) The ATI-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 UAW members or may be appealed to the Arbitrator for final and binding decision. Upon the submission of a case to the Arbitrator, the parties will make an effort to provide the Arbitrator with a jointly agreed upon set of specific criteria to guide the Arbitrator's decision in each case.

Revise Doc. No. 54:

**Doc. No. 54**

### WORK ASSIGNMENTS – SKILLED TRADES

[Insert new name and address]

During negotiations, the parties discussed at length the necessity for Allison to become competitive in all aspects of the business. Among the issues discussed were the existing skilled trades classification structure, work rules, and past practices.

The parties share a mutual desire to have the most competitive, highly trained, and flexible workforce in the industry. The UAW was advised that it is Allison's intent to continue to rely on apprenticeable skilled trades classifications as the basis for the skilled classification structure. Competitive advantages of a review of existing skilled trades classifications at Allison must be weighed and determined in view of all attendant circumstances. Appropriate training plans necessary to accomplish any consolidations must be submitted in a timely manner for approval by the Allison-UAW Skilled Trades ~~and Apprentice~~ Committee. Any exceptions to the above must be approved by the Allison-UAW Skilled Trades ~~and Apprentice~~ Committee.

With regard to work rules and past practice, Allison expressed concerns that it is hampered in its efforts to enhance competitiveness by historically restrictive practices which originated at a time when competition was less threatening. In recent years, Allison has experienced unprecedented competitive pressures that have required the parties to address uncompetitive work practices.

Therefore, the Parties concur that they will review existing work rules and practices, specifically in the area of Lines of Demarcation, to eliminate situations that cause unnecessary delays or inefficiencies. ~~The An Allison-UAW Lines of Demarcation Committee shall actively pursue the formation of self-managed skilled trades' teams, which could consist of multiple trades with overlapping is established to make recommendations on~~ work responsibilities in an effort to maximize efficiency and reduce the need to subcontract. ~~Without restrictions on how the teams would interact, adherence to all applicable safety requirements must be observed.~~

The Allison-UAW Lines of Demarcation Committee will consist of two employees from each Skilled Trades classification selected by the Allison-UAW Skilled Trades Committee. The committee will meet up to one (1) hour each month or as otherwise mutually agreed. The committee will make recommendations to Allison-UAW Skilled Trades Committee for consideration.

An Allison-UAW Lines of Demarcation Handbook will be created as part of this agreement which will supersede any previous language, demand settlement, grievance settlement or the like.

The Allison-UAW Skilled Trades Committee and Allison-UAW Lines of Demarcation Committee will serve as an initial task force team. The task force will create a list of items for inclusion in the initial Allison-UAW Lines of Demarcation Handbook. The task force will be assigned to

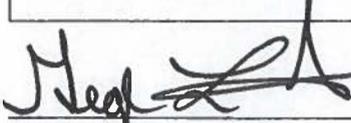
function up to two (2) hours per week, or as otherwise mutually agreed, until the initial handbook is complete with a target of 180 days after contract ratification.

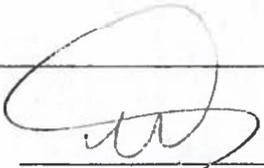
Initial items to be included in the Allison-UAW Lines of Demarcation Handbook are as follows:

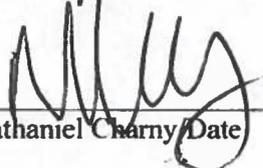
- Pipefitters will be allowed to weld for work scope items traditionally belonging to their trade.
- SE/ATTRM will be allowed to weld for minor repairs needed for scope items traditionally belonging to their trade - no structural or significant weld work (up to 1 hour)
- All trades allowed to utilize any mobile equipment relative to their work, which includes transportation of materials / tools / equipment as needed for their work.
  - Excludes specialty rigging, unusual circumstances, and subcontracted crane operators which belong to the Millwright-Welders
- MSTs can transport all materials as needed
  - Handling oversized deliveries, equipment or materials that require rigging, exceed 6,000 lbs. or are unstable (e.g. high or offset center of gravity) requiring special consideration will be performed by the appropriate skilled trades classification.
- Job assignment not dictated by material type but work content (i.e. round versus square pipe).
  - Round handles, handrails, bollards, and all ornamental iron are the proper work of the Millwright Welder classification.
- Allison owned equipment can be utilized by any trade (i.e. machine cribbing cut by MWW)
  - Subject to approval by the Local Joint Health and Safety Committee, which will not be unreasonably withheld.
- Composite crews may be utilized for any and all demo work.
- Machine Repair may complete basic machining tasks requiring up to one (1) hour.
- Stationary Engineer operates, adjusts, and maintains machinery, equipment, and controls in the existing powerhouse areas, Waste Treatment, 200k Pump House, 450k Pump House and Skim Basin.
- All work to include measuring, cutting, drilling and installing of Lexan/Plexiglas for manufacturing equipment belongs to the MWW classification. In the case of Lexan/Sammi covers for manufacturing electrical panels, all scope belongs to Electricians. In the case of Lexan/Plexiglas for work surfaces and production aids belongs to Carpenter.
- Machining fluid pumps belong to Pipefitters

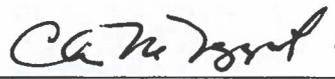
~~If either of the local parties feels that abuses of the spirit and intent of this document exist, it will request the issue be reviewed via plant entry by appropriate representatives of the International UAW, and the Labor Relations Director.~~

Very Truly Yours,  
[Lorraine Parker-Clegg](#)  
Vice President  
Human Resources

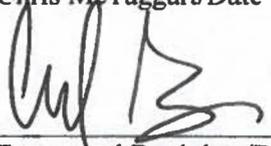
  
George Freeman/Date 12/20/2023

  
Nick Dittmore/Date 12/19/23

  
Nathaniel Charny/Date 12-20-2023

  
Chris McTaggart/Date 12/20/23

  
Matt Carter/Date 12/19/2023

  
Emmanuel Boulukos/Date 12/19/23

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Add subsection (C) in Section III Job Security and Operational Effectiveness of Appendix K –  
Memorandum of Understanding Job Security Program

**APPENDIX K  
MEMORANDUM OF UNDERSTANDING JOB SECURITY PROGRAM**

\*\*\*

**III. JOB SECURITY AND OPERATIONAL EFFECTIVENESS**

In recognition of the fact that job security most effectively results from joint efforts to improve operational effectiveness, the Parties agree that:

(A) Commencing with the Effective Date of this Agreement, no employee covered by this Job Security Memorandum will be laid off as a result of any event other than those described in Paragraph I(A).

(B) An employee whose regular job is eliminated will be placed pursuant to the applicable provisions of this Agreement.

(C) The introduction of new technology (for example artificial intelligence, 3-D printing, additive manufacturing, etc.) shall not (i) form the basis of a layoff and/or (ii) change the assignment of work such that it is moved out of the Bargaining Unit and/or Classification, unless otherwise permitted by the terms and conditions of this Agreement.

\*\*\*

Remainder of language in Appendix K to remain the same.

1/5/George Freeman <sup>NK</sup> 1-5-24  
George Freeman/Date

Nathaniel Charny 1-5-24  
Nathaniel Charny/Date

Matthew Carter 1/5/2024  
Matthew Carter/Date

Doug Bolton 1/5/24  
Doug Bolton/Date

Chris McTaggart 1-5-24  
Chris McTaggart/Date

Emmanuel Boulukos 1/5/24  
Emmanuel Boulukos/Date

**ALLISON TRANSMISSION INC.**

**AND**

**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
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AND THROUGH UAW LOCAL UNION 933**

**TENTATIVE AGREEMENTS**

**Doc. No. 7**

**MEMORANDUM OF UNDERSTANDING  
HEALTH AND SAFETY**

**I. INTRODUCTION**

The health and safety of all employees is vital for the effective and efficient operation of Allison. Accordingly, Allison recognizes that employees are its most valuable asset and is committed to protecting the Health and Safety of each employee as both the overriding priority and a Guiding Principle. Allison recognizes the importance of providing a safe and healthful working environment for all employees. Allison and the UAW leadership have demonstrated a visible commitment to protecting employees from work-place hazards, and are committed to working jointly toward a safer workplace through the involvement of all employees.

The "Memorandum of Understanding" has provided an excellent framework for the joint efforts in health and safety within Allison. The success of this process has demonstrated that the Local Joint Health and Safety Committee and the Safety Review Board, provided for in this Memorandum of Understanding, are effective at resolving most health and safety concerns.

**II. UAW-ALLISON CORE ELEMENTS OF HEALTH AND SAFETY**

The agreement on health and safety considers the needs of Allison, the needs of our employees, and recognizes that all incidents are preventable. The success of this program is dependent upon a relationship built on mutual trust and respect as well as a willingness to work jointly to resolve issues and concerns in the health and safety arena. The safety process is driven by the Five Core Elements of Health and Safety:

- The Safety Review Board (SRB)
- Incident Investigation
- Safe Operating Procedures
- Safety Observation Tours
- The Employee Safety Concern Process

**1. SAFETY REVIEW BOARD**

The SRB is responsible to review and discuss safety compliance, conformity, initiatives, and trends. The SRB will lead and enhance Allison's health and safety performance and monitor the implementation of health and safety processes. The SRB represents the highest level of accountability available and provides strong direction on health and safety priorities. The corporate tone towards health and safety is established at the SRB. Additional responsibilities of the SRB are outlined in section VI of this document.

## 2. INCIDENT INVESTIGATION

The parties agree that ~~it is our~~ highest priority is to eliminate hazards, thereby preventing incidents. Nevertheless, when an incident does occur, whether it involves an injury, near miss, or property damage, we are committed to investigating, documenting, and preventing future incidents.

## 3. SAFE OPERATING PROCEDURES

Nearly every work task and process ~~has~~have the potential to cause harm to workers, equipment, facilities, materials, or the environment. Safe Operating Procedures manage risk by outlining detailed step-by-step instructions for work tasks. Work instructions in the form of SOPs and STAs will be reviewed annually, when new processes are identified, or when changes to an existing process occur. These work instructions will be augmented by PPE Assessments and reviewed annually by departmental supervisors.

## 4. SAFETY OBSERVATION TOURS

Safety Observation Tours provide valuable perspectives that identify hazards in the work environment and in behaviors. Several groups are required to conduct SOTs. The Parties believe that having observers from different levels throughout the organization promotes a diverse approach to evaluating the effectiveness of our overall health and safety program.

## 5. EMPLOYEE SAFETY CONCERN PROCESS

The Employee Safety Concern Process fosters engagement and brings accountability to the hazard reporting process. It is essential that employees understand that their safety concerns are important to all levels of Leadership. Leadership will demonstrate support of this process by documenting and driving follow through for corrective action. Leadership will follow up with each employee who uses this process to ensure that the employee is satisfied with the corrective action taken to address the safety concern.

## III. UAW-ALLISON HEALTH AND SAFETY PROCESS

The parties have developed a joint health and safety process that allows for continuous improvement and the resolution of health and safety issues, differences, and misunderstandings. That process provides for the review and expeditious resolution of health and safety issues at various levels including:

- The Local Joint Health and Safety Committee (LJHSC)
- The Regional Joint Committee on Health and Safety (RJC)
- Allison Transmission, Inc. (the Company)

### 1. Local Joint Health and Safety Committee

#### A. PURPOSE

The LJHSC is primarily to serve as a technical resource and consulting team to Allison and the UAW in matters regarding employee health and safety. In the performance of its role, the LJHSC should coordinate joint activities directly related to employee health and safety and the prevention of occupational injuries and illnesses. Among these activities are job related health and safety training, hazard communication, participation in SOTs, policy reviews, incident investigations, industrial hygiene technician sampling, and ergonomics.

#### B. MEMBERS

- 1) The Local Joint Health and Safety Committee will consist of at least one (1) representative appointed by Allison, and the UAW Health and Safety representative(s) appointed by the

International UAW. The Union member(s) will receive, without personal cost, adequate and necessary training to enable the effective performance of assigned functions.

- 2) Local Joint Health and Safety Committee members on different shifts, in accordance with Document 46, may have such members attend mutually agreed upon meetings. The Parties will allow the alternates for such members to handle current Health and Safety issues arising during the absence caused by the regular member's attendance at such meetings.
- 3) In the event that a UAW Health and Safety Representative is absent for one day or more, including off-site training, such representative will be replaced by an employee who has been designated as the alternate by the International UAW. The International UAW shall provide to Allison the names of the employees designated.
- 4) A Health and Safety Representative, who is appointed by the International UAW, shall have only the duties and functions as set forth in this Memorandum. Such representative shall be subject to the provisions of the following paragraphs of the Agreement: Paragraphs (17), (19), (20), (21a), (21c), (22), (22a), (22b), (23), (23a), (24), and (27). Although it is recognized that they are not Zone Committeepersons, during regular hours the Health and Safety Representative shall be paid and shall be scheduled to report at the plant for Health and Safety representation purposes in the same manner as a Zone Committeeperson, with a designated Health and Safety representation area on the representative's shift as the zone. During other than regular hours, the representative will be scheduled to report for Health and Safety representation purposes as follows:
  - a. During overtime, part-time or temporary layoffs, or inventory when three hundred (300) or more or fifty percent (50%) or more of the people on the representative's shift are scheduled to work. In addition, when new equipment and/or processes are being installed or tried out and one hundred (100) or more of the people on the representative's shift are scheduled to work.
  - b. During shutdown for product change, or for facility rearrangement when one hundred (100) or more of the people on the representative's shift are working on product change or facility rearrangement work.
  - c. During overtime hours, when fewer than three hundred (300) or less than fifty percent (50%) of the people on the representative's shift are scheduled to work, they will not function pursuant to this Memorandum of Understanding. The representative will be scheduled to function as a Health and Safety Representative when work is otherwise available in the representative's equalization group in accordance with Paragraph (71) of the Agreement.

#### C. RIGHTS

The parties agree that the Local Joint Health and Safety Committee is empowered to make mutually satisfactory modifications and additions to the health and safety portion of this agreement, providing they do not conflict with Federal or State regulations, or approved programs and/or language set forth in any other portion of the National Agreement.

#### D. RESPONSIBILITIES

- 1) Meet twice a month at a mutually agreeable time and place to review health and safety conditions within the plant, and make such recommendations in this regard as they deem necessary or desirable. The Local Joint Health and Safety Committee will coordinate the activities of all appointed safety personnel (e.g., Industrial Hygiene Technician-Joint Ergonomic Technician, Safety Trainers, etc.). Periodically the Local Joint Health and

Safety Committee will review the associated functions performed by International and local appointees (e.g., Ergonomic Technician-Industrial Hygiene Technicians, Safety Trainers, etc.) to ensure effective utilization of human resources and eliminate duplication of assignments. Discussion should include concerns from all areas of health and safety brought to the attention of the Local Joint Health and Safety Committee.

- 2) Make a health and safety observation tour once each two weeks. Prior to such observation tours, a review may be made of the OSHA 300 log.
- 3) Promptly investigate major accidents. Receive prompt notification of any employee fatalities or serious accidents resulting from work-related injuries. When such events occur during the 2nd or 3rd shift, the Management member of the Local Joint Health and Safety Committee will notify the Union member, inform the representative of the facts, and arrange upon request, for the representative to enter the facility and investigate such events.
- 4) Be informed in advance, when possible, and have the opportunity to accompany Federal and State OSHA Governmental Health and Safety inspectors on compliance inspections. Accompany International UAW or professional Health and Safety consultants retained by Allison, including insurance inspectors, on regular surveys and those surveys requested by the UAW. A copy of such reports will be provided, upon request, to the Local Joint Health and Safety Committee regarding alleged violations of applicable local, state, or federal code or standard violation. The parties acknowledge that information contained in such surveys may be inaccurate or unfounded.
  - a) Additionally, Allison will notify the Local Joint Health and Safety Committee whenever the company contracts for Industrial Hygiene or related services concerning facility environmental conditions where there are reasonable concerns that the conditions are having an adverse health impact on employees.
  - b) Copies of any reports received from these surveys will be provided to the Local Joint Health and Safety Committee. Copies of reports will be forwarded to the co-chairs of the Regional Joint Committee by the Local Joint Health and Safety Committee.
  - c) Reports and/or results of such surveys shall be for the use of the Local Joint Health and Safety Committee or the Regional Joint Committee.
  - d) Information contained therein shall remain the property of Allison and will not be released without the expressed written permission of Allison. Advance arrangements should be made to permit participation in such surveys.
  - e) The UAW does not waive any rights provided by federal or state law by such accompaniment.
- 5) Conduct a review on all Recordable and first-aid injuries that will include the Plant Director or designated representative, and the Medical Department when available.
- 6) Review Incident Investigation forms which would include an analysis to determine the contributing factors and root cause(s) so that appropriate corrective actions can be developed.
- 7) Develop an appropriate training program to be established for UAW members. Review, recommend, approve, and participate in safety education and information programs and employee job related health and safety training.
- 8) Where necessary, measure noise, air contaminants, and air flow with equipment provided by Allison, and observe the use of appropriate industrial hygiene and safety testing equipment.
- 9) Review problems concerning serious or unusual situations affecting site health and safety

and make timely recommendations.

- 10) Be provided copies of photographs taken which relate to health and safety matters in the plant and will forward them to the co-chairs of the Regional Joint Committee, if appropriate. Such photographs (including video, etc.) shall be for the confidential use of the Local Joint Health and Safety Committee and the Regional Joint Committee only. Such materials shall not be reproduced, published, or distributed in any way without the expressed written consent of Allison.
- 11) Be advised of breathing zone air sample results and known physical agents or chemicals to which employees are exposed, protective measures, and applicable emergency procedures. In addition, whenever it is determined that an employee has had a personal exposure exceeding either OSHA PEL's, NIOSH REL's or ACGIH TLV's, the Local Joint Health and Safety Committee shall be informed in writing of such exposure and the corrective action to be taken.
- 12) When any member of the Local Joint Health and Safety Committee has a reasonable basis for concluding that a condition involving imminent danger exists, the machine or operation will be taken out of service to perform ~~any and all~~ corrective action. Communication to the other committee members must take place immediately so that a joint investigation can be carried out.
- 13) The Local Joint Health and Safety Committee will serve as members of the facility Hazardous Materials Control Committee.

## 2. The Regional Joint Committee:

### A. PURPOSE

The Regional Joint Committee provides guidance to the LJHSC with respect to matters of Health and Safety.

### B. MEMBERSHIP

The Regional Joint Committee on Health and Safety will consist of two (2) representatives of the International Union and two (2) representatives of Allison.

### C. RESPONSIBILITIES

- 1) Meet ~~at least twice a year~~ at the request of the members of the UAW LJHSC at mutually agreeable times and places. A summary listing of the items discussed at the meetings will be provided.
- 2) Review problems concerning serious or unusual situations affecting site health and safety and make timely recommendations.
- 3) Review Allison's safety and health programs and make timely recommendations.
- 4) Review and analyze federal, ~~state~~ state, or local standards or regulations which affect the health and safety programs within Allison.
- 5) Review and analyze the health and safety data that Allison is now required to compile on OSHA "Summary of Occupational Injuries and Illnesses" and Form 300A as they are now constituted.
- 6) Receive and deal with matters referred to them by the LJHSC. Reports, studies, etc., may

be submitted to the Regional Joint Committee from the LJHSC, who may request the Regional Joint Committee to evaluate and/or interpret the reports, studies, etc. The Regional Joint Committee will normally respond within thirty (30) days from receipt of such request.

### 3. Allison Transmission Inc. (the Company)

#### A. PURPOSE

Allison's overriding priority is to protect the health and safety of each employee.

#### B. RESPONSIBILITIES

- 1) Provide the necessary or required personal protective equipment, devices, and clothing at no cost to employees.
- 2) Provide equipment for measuring noise, air contaminants, and air flow, which will be available for use by the representatives of the Local Joint Health and Safety Committee.
- 3) Provide training for members of the Local Joint Health and Safety Committee, and appropriate education, and training in health and safety for all employees.
- 4) Disclose to the Hazardous Materials Control Committee the identity of chemicals or materials to which employees are exposed, including any information regarding remedies and antidotes for such chemicals. Information contained in each such disclosure shall remain the property of Allison and will not be released without the expressed written permission of Allison.
- 5) Provide a competent medical staff and facility.
- 6) The facility will ensure that an emergency response plan is in place which addresses all emergency response team training concerns and situations.
- 7) Provide to employees who are exposed to potentially toxic agents or toxic materials, at no cost to them, those medical services, physical examinations, and other appropriate tests including audiometric examinations, lung function tests, and other appropriate medical surveillance as identified by the LJHSC at a frequency and to the extent necessary to determine whether the health of such employees is being adversely affected. These medical services also include employees who perform construction and demolition activities. Also, to provide the specific tests required for employees in jobs with special physical requirements.
  - a) Provide to each employee, upon request, a written report of the results of such examinations or tests which are related to occupational exposure. These results, as well as those instances where it is determined that an employee has had a personal exposure exceeding any of the -OSHA PEL, NIOSH REL or ACGIH TLV guidelines will be reviewed with the employee by the medical department prior to their release. Upon the employee's written request, copies of such information will be forwarded to the employee's personal physician. Problems regarding this procedure should be brought to the attention of Allison.
  - b) In addition, in those instances where a breathing zone air sample is collected, the employee will be notified of the results which will be entered on the employee's medical records.
- 8) Provide access, upon reasonable notice to Allison, to the International Union Health and Safety Representatives.

- 9) Direct the Local Joint Health and Safety Committee to provide prompt notification of fatalities, serious accidents or incidents, including chemical spills, having the potential for serious injuries or illnesses to the Regional Joint Committee.
- 10) Establish and maintain committees related to health and safety.

#### IV. HEALTH AND SAFETY RESOLUTION PROCESS

The parties agree to continue to use the existing joint health and safety process to improve health and safety and expeditiously resolve health and safety issues at the appropriate level.

It is the intent of the parties to address and resolve health and safety issues as they arise during the course of the existing contract. Utilizing this process will help fulfill the goal of both parties to resolve all Health and Safety issues as quickly as possible and not let issues linger to be resolved during contract negotiations.

The Memorandum of Understanding describes a procedure for resolving health and safety issues. Additionally, the parties agree that health and safety issues that meet any of the following criteria may be resolved in an expeditious manner using the procedure described below if the issue:

- Involves a disagreement about imminent ~~danger~~danger.
- Would significantly impact ~~Allison~~Allison.
- Involves a policy issue not already covered within the jointly agreed upon policies for health and safety, and/or the Allison Agreement
- Is a result of new processes or technological ~~advances~~advances?

##### 1. Complaint Procedure

- A. Each District Committeeperson shall conduct a safety observation tour of their district one weekday each week for the purpose of examining health and safety conditions. The District Committeeperson will discuss with the supervisor and, failing successful resolution, with higher supervision, any problems which the Committeeperson feels requires correction. Every reasonable effort shall be made to settle the complaint at this point through discussion. If the problem remains unresolved, the Committeeperson may request the direct Supervisor to open ~~up~~ a safety concern utilizing the Employee Safety Concern Process. If the problem remains unresolved beyond the ~~21-day~~21-day allowance for a safety concern, the Committeeperson may then complete a "Health and Safety Complaint Form" in writing, in quadruplicate, which will include a statement of all the facts of the complaint.
- B. Complaints- by- employees- concerning- health- and -safety- issues -may -be -taken- up- in accordance with Paragraph (29) of this Agreement with the understanding, however, that the Committeeperson, if called, will discuss the matter with the supervisor and, failing resolution, with higher supervision. If the matter is still not resolved, the Committeeperson may complete a "Health and Safety Complaint Form," as described in (1A) above.
- C. The member of higher supervision will give Allison's answer ~~promptly~~ in writing on the "Complaint Form" within two (2) working days." The Committeeperson will give to higher supervision two (2) copies of the "Complaint Form" and transmit one (1) copy to the UAW representative of the Local Joint Health and Safety Committee.
- D. The Local Joint Health and Safety Committee will within two (2) working days visit the area where the complaint arose and observe the conditions of the complaint complained of. Within a maximum of three (3) working days from the day of their visit, the Local Joint Health and Safety Committee will answer the complaint in writing. A unanimous decision by the Local Joint Health and Safety Committee will settle the issue. Failing such unanimous decision, the

complaint will be discussed at a special conference attended by the Union and Management members of the Local Committee within two (2) working days, the Chairperson of the Shop Committee or the Chairperson's designated representative, and another member of Management. If the parties are unable to resolve the complaint in the special conference, the complaint will be answered by ~~Local~~ Management within five (5) working days. Thereafter, Paragraph (37) of the Agreement will be applicable. Thereafter, the regular Grievance Procedure of the Agreement will be applicable.

- E. Health and safety complaints affecting substantial groups of employees may be initiated by the Health and Safety Representative. To do so, the representative shall submit a completed "Health and Safety Complaint Form" to the Chairperson of the Shop Committee. Should the Chairperson of the Shop Committee, upon investigation of the complaint, determine that the complaint has merit, the Chairperson shall sign the form and present it to Management in a special conference as outlined in IV (1)(D) above within five (5) working days.

## 2. Health and Safety Issue Resolution Procedure:

- A. If a health and safety complaint remains unresolved after the special conference as described in Section IV (1)(D) of this Memorandum, and Allison has given its answer, the Chairperson may bring the issue to the Regional Joint Committee (RJC) for resolution.
- B. If the issue is not resolved at the RJC, the assigned UAW International Representative (for Health and Safety) and the ~~Vice President of Human Resources~~ Executive Director of Operations or Facilities may be contacted to assist in complaint resolution, provided it meets the above criteria.
- C. Thereafter, if the parties do not reach an agreement, the issue will then be returned to the initiating party with a written statement that no agreement has been reached. The issue will be returned to the special conference as described in Section IV (1)(D) of this Memorandum of Understanding for further action.
- D. When an issue is resolved, the parties agree to document and communicate to the appropriate parties, all health and safety issues resolved at the Regional Joint Committee or higher.

Nothing herein shall be construed to restrict any employee's rights under Section 502 of the Labor-Management Relations Act, 1947, as amended.

No provision herein will restrict the right of the Chairperson of the Shop Committee, Zone Committeepersons or District Committeepersons to perform their functions under the terms of the Agreement.

## V. CORRECTIVE COUNSELING

Allison 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 medical evaluations and unsafe practices or conditions. Action taken to improve the safety performance of employees should be documented and copies retained by the LJHSC and/or Human Resources on a permanent basis.

Allison will continue to encourage the reporting of near-miss incidents. The foundation of any successful safety process rests with a cultural atmosphere that allows employees to bring potentially hazardous situations to the attention of management ~~in order~~ to achieve timely correction. This line of communication can only be achieved if employees are free to discuss "Near Miss" incidents with supervision without fear of reprisal. To encourage reporting of near miss incidents, Allison will instruct Supervision:

- On the importance of reporting "Near Miss" incidents.

- To include near misses as part of the current incident investigation process, including corrective action.
- To use counseling in lieu of discipline in those cases where an employee self-reports a "Near Miss" incident involving a violation of safety rules.

## VI. SAFETY REVIEW BOARD

### 1. PURPOSE

The parties are committed to the continuous improvement of employee health and safety. ~~In order to~~ To place further emphasis on the implementation of the joint process and to enhance communication and resolution of health and safety issues throughout Allison, a Safety Review Board (SRB) has been implemented.

### 2. MEMBERSHIP

The SRB is co-chaired by the VP of Operations or their designee and the Shop Chairperson. The membership shall consist of the UAW Local President, the Shop Committee, Regional Joint Committee, and the members of the VP of Operations' staff, including Facilities Engineering, Manufacturing Engineering, Product ~~Engineering~~ Engineering, and the Global Supply Chain.

### 3. RESPONSIBILITIES

- A. The SRB will meet monthly to review Allison's health and safety performance and monitor implementation of its health and safety programs. The LJHSC will attend all SRB meetings.
- B. In addition, the SRB may consider projects, studies, training, and other such matters that pertain to employee health and safety. Also, the SRB may seek advice from and may consider for implementation the health and safety needs expressed at that meeting, including, for example, special funding requests, projects, studies, training, and other employee health and safety matters.
- C. A Special Safety Review Board meeting will be convened in the event of a fatality. The purpose will be to recommend improvements in safety and health practices relative to any task under review in the investigation. An action plan will be developed by the Special Safety Review Board, and Allison and UAW Leadership will assess the implementation and progress of the action plan. The Special Review Board will convene one week after the ~~event, and event~~ and issue its recommendations within two weeks after concluding its review.

### 4. AGENDA

- A. A meeting agenda will be provided to SRB members as far in advance as practical.
- B. Either party may add agenda items.

### 5. MINUTES

- A. Minutes of topics discussed, and actions taken will be maintained.
- B. The minutes will reflect the Union's position on any topic discussed or action taken.
- A.C. Minutes will be available to SRB members after each meeting.

## VII. ERGONOMICS

## 1. OVERVIEW

Allison and the International Union, recognize that Cumulative Trauma Disorders (CTDs) are occupational illnesses present in the industry.

The parties recognize that the control of CTDs is a complex issue often requiring the application of a ~~number of~~ several 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 CTD stressors, employee and supervisory training and education, early recognition of the problem, early and proper medical diagnosis, ~~treatment~~ treatment, and care.

## 2. ADMINISTRATION

- A. Allison will continue to administer the Ergonomics Program and 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 CTDs in the workplace.
- B. Allison is committed to fixing jobs that are identified as a documented risk of employee injury. 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:~~ any recognized ergonomic tool available in the ergonomics industry, including the following: injury/illness history, and past and future job plans.
- Analysis results from the risk factor checklist and secondary analysis tools (when utilized)
  - UAW-ATI Snook Table
  - University of Michigan 3-D Static Strength Posture Prediction Equation
  - UAW-ATI Energy Expenditure Program
  - UAW-ATI Upper Extremity Tool – A hybrid tool used on components
  - UAW-ATI Risk Factors Checklist
  - Rhomert-Roef Fatigue Recovery Covers
  - Hand Activity Level
  - Strain Index
  - Injury/illness history of both the job and the worker
  - The history and future plans of the job
  - 1991 NIOSH Lifting Equation
- C. Seats, -chairs -and -mats ~~or insoles can~~ be -considered -appropriate -solutions- to- control specific ergonomic risk factors. Allison agrees to leave such devices in place when they are provided.

## 3. ~~RESPONSIBILITIES~~ RESPONSIBILITIES

- A. Allison has established selection criteria for the IHT-JET. The UAW Technicians will be selected from the local workforce and appointed to the position by the International UAW.
- B. The responsibilities of the IHT-JET will include, but not be limited to, the following:
- Participate and advise in the "Design-in" Process that includes facility re-~~arrangements~~ arrangements.
  - Conducting job analysis
  - Providing recommendations for corrective action
  - Monitoring the implementation of job improvements
  - Conducting review and follow ~~up~~ up.

- Reporting monthly to the Safety Review Board, if applicable
- C. The IHT-JET will coordinate their efforts with the LJHSC, and resources from appropriate departments; e.g., Medical, Engineering, Skilled Trades, and Production, will be made available to support the IHT-JET.
  - D. The IHT-JET will report monthly, if applicable, at each SRB and LJHSC meeting, and keep minutes specific to ergonomics. The SRB will ensure that the IHT-JET is involved in appropriate facility rearrangement activities. Additionally, the SRB will address significant problems or roadblocks encountered by the IHT-JET. Ergonomics reports will be provided upon request to the LJHSC and the SRB.
  - E. 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 CTDs are not successful. The consultant's reports will be made available to both the IHT-JET and the LJHSC.
  - F. The SRB has the responsibility for supervising and supporting the ergonomics program. When the UAW population of 750 or more employees exist, the parties will establish a Joint Ergonomics Technician Team, which will be comprised of one full-time UAW Industrial Hygiene Technician – Joint Ergonomic Technician (IHT-JET) and one Allison Management Safety Representative. In addition, when a UAW population with 2,000 or more employees exist, Allison will supplement the Joint Ergonomics Technician Team with a second full-time UAW Technician. If less than 750 employees exist, the SRB will identify the resources to be trained to perform the responsibilities of the Joint Ergonomics Technician Team, as needed, and to administer the Ergonomics Program.
  - G. In addition, the IHT-JET can request additional interim resources when the ergonomic needs exceed what the IHT-JET can be reasonably expected to accomplish in a timely fashion. Such requests will be reviewed and approved by the SRB. The local parties may refer unresolved issues or concerns to the RJC.
  - H. All jobs where controls are implemented and/or corrective actions are completed must be re-analyzed to confirm sufficient reduction of risk factors.

#### 4. JOB ANALYSIS

- A. Based on the results of the job analysis program, Allison shall implement feasible measures to control CTD risk factors. The IHT-JET, 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.
- B. ~~Allison Transmission, Inc., SPEC-AT Safety and Ergonomics~~, Allison Transmission, Inc., SPEC-AT Safety and Ergonomics may be referenced for information regarding areas for potential improvement. These guidelines will undergo revisions as deemed appropriate by Allison with input from the UAW. A good-faith effort will be made to accomplish correction of identified CTD hazards at a particular job or ~~work station~~workstation within four (4) months, and after the IHT-JET determines that corrective action is required.
- C. Interim abatement measures may be needed to reduce the risk of injury until the final corrective action is implemented. The parties acknowledge that there may be times when it may take longer than four (4) months to make the proper correction, and those reasons need to be documented.
- D. The corrective action will include any combination of the following:

- 1) Engineering controls such as design, selection, location and orientation of tools, parts and equipment will be used.
  - 2) 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 CTD stressors, and in those instances when an administrative control is the most effective fix among the possible choices for corrective actions. The SRB will monitor the corrective actions being implemented and any unresolved issues or concerns can be referred to the RJC.
  - 3) Allison will inform and instruct affected employees on the controls implemented at their work-station and how they are to be used.
- E. 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.

## 5. PLANNING AND DESIGN

- A. Allison recognizes the importance of identifying and addressing ergonomic issues early in the planning and development process, and values the importance of receiving input from ergonomic personnel. Input from the IHT-JET 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~~products, and new processes.
- B. This LJHSC will continue to jointly review Allison Ergonomics' design guidelines associated with the Ergonomics Design Process. It is understood that final design decisions are the responsibility of Allison.

## 6. QUICK RESPONSE PROCESS

- A. The Quick Response Process (QRP) will continue to be conducted to facilitate early identification of potential ergonomics problems according to guidelines established between Allison and the International Union, UAW. To facilitate the Quick Response Process, employees will be encouraged by all levels of floor supervision, IHT-~~JET~~JET, and the Medical Department Staff, to report early signs and symptoms of CTDs to the facility's Medical Department. The Ergonomics Evaluation Process will be applied to all jobs meeting any of the following criteria:
  - 1) Ergonomics-related occupational medical visit,
  - 2) Ergonomics-related Worker Compensation
  - 3) Work-related sickness and accident data, or
  - 4) Referral to the IHT-JET.
- B. A list of jobs in the process will be maintained relative to the above inputs. Job analysis will be conducted using any of the ergonomic tools stated above. Every effort will be made to conduct the Ergonomics Evaluation Process within two (2) weeks of when a job is identified by the above noted criteria. Job analysis and redesign will include input from employees whose jobs are affected.

## 7. TRAINING

- A. The joint parties will provide appropriate training for the IHT-JET as well as other resources responsible for conducting the ergonomics process.
- B. The UAW-ATI Ergonomics Awareness Education and Training Program will continue to be

provided for newly hired employees.

- C. All newly hired employees will be informed on the proper use of the tools and equipment required to be used in the performance of their assigned duties.
- D. Allison shall annually review with employees the application of ergonomic principles to the prevention of CTD on their jobs during regular safety talks.

#### 8. MEDICAL MANAGEMENT PROGRAM

- A. Allison Transmission shall require Medical Department personnel to be educated in CTDs and provide appropriate treatment. The LJHSC 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.
- B. The Medical Department is responsible for quality care, delivery of services, and legal compliance as it applies to ergonomics. This program will be jointly reviewed periodically for continuous improvement and elimination of unnecessary complexity.
- C. The RJC and the SRB will monitor implementation of this process and consider changes for continuous improvement.

### VIII. ERGONOMIC JOB STRESSORS AND JOB ROTATION

The Parties have agreed to the following process to address employee concerns in this area.

1. The joint ADAPT and IHT-JET in conjunction with the Plant Medical Department will identify a limited number of jobs in every Department that may be grouped together to provide specific muscle relief. This analysis will include the manufacturing departments and proceed into other areas once manufacturing is completed. In the event that there is mutual agreement to combine more than 50% of the jobs in a particular Department, a review meeting will be convened by the parties identified above and will include the Executive Director, Labor ~~Relations~~ Relations, and the Chairperson to help ensure consistency in the job pairings.
2. Once job groupings are identified and agreed upon, a forced rotation will be implemented on such jobs subject to VIII (3) below. The job descriptions will be amended to reflect that the job groupings require rotation during the shift. Neither employees nor supervisors can change the rotation requirement without the approval of the Chairperson and the Executive Director, Labor Relations.
3. The rotations of the jobs in the agreed upon groupings will not start if it will require displacing an employee who had originally been placed through the ADAPT process. In these situations, rotation will be implemented only if the job groupings become available through transfer or if the employee becomes inactive for other reasons.
4. When considering future placement of employees through the ADAPT process in conjunction with the job groupings described herein, any such placed employee must be capable of performing all the jobs in the grouping.
5. When assigning medical restrictions, the Plant Medical Department will specifically review whether such restrictions can be limited to half a shift ~~in order to~~ provide greater flexibility, and therefore opportunity, to find a suitable job.
6. Any problems concerning the above will be reviewed and resolved by the Chairperson and the Executive Director, Labor Relations.

### IX. HEALTH AND SAFETY TRAINING

1. The LJHSC will continue to develop training programs to enhance employees' skills and abilities to perform their jobs in a safe manner. The LJHSC will be responsible for identifying employee job-related health and safety education and training needs that are mandated by the regulatory agencies.
2. The LJHSC will identify what health and safety training is needed, including monthly safety talks, and daily start of shift safety messages.
3. A training needs analysis will be conducted by the LJHSC. Based on this analysis, a comprehensive training plan 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 SRB. The LJHSC shall be responsible for monitoring the progress of the training plan.
4. Required health and safety training will be introduced to plants by top UAW Leadership and Allison Management at the SRB. The LJHSC may approve the use of commercially developed courses. In addition, materials to be used in the observance of Workers' Memorial Day will be provided for review with all employees.
5. The Local Joint Health and Safety Committee will establish the appropriate selection criteria for 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.

5.6. Adequate space must be provided for classroom and hands-on training, including office space for the UAW Safety Trainers. In the event the Safety Training area must be relocated, the space must be mutually agreed upon by both parties.

#### **X. LOCKOUT – ENERGY CONTROL POLICY**

1. Allison and the UAW only recognize Lockout as the primary way to control energy. Tagout shall not be utilized in any circumstance, unless approved ~~through the use of~~ using a safe operating procedure.
2. It is the policy of Allison and endorsed by the UAW that:
  - A. Lockout is required where employees may be exposed to hazardous energy that could cause injury. Exposure means that the employee is in a position to be injured by released energy.
  - B. 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.
3. Lockout Placards
  - A. Allison will utilize a common tool 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.
  - B. The facility will also be subject to an annual review of 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 SRB to ensure appropriate compliance.

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

The parties have 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 Standard for Electrical Safe Work Practices.

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

In line with the Memorandum of Understanding on Health and Safety, a worker(s) who has a reasonable belief that their work assignment places them in imminent danger, should immediately discuss the safety aspects of the work assignment with their supervisor, and has the right to refuse the assigned work. Failing resolution, the supervisor will suspend work and notify the LJHSC to promptly evaluate the work assignment. The LJHSC will conduct a hazard evaluation and determine if imminent danger exists in the work assignment. A work assignment determined to likely cause serious physical injury will be suspended and corrective actions implemented prior to its release. The LJHSC will inform the District Committeeperson of the situation. If the supervisor reassigns the work without first consulting with the LJHSC, work should be ~~suspended~~suspended, or the equipment locked out.

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

## **XIII. INDUSTRIAL HYGIENE SERVICES**

The LJHSC will develop and implement an annual air sampling plan. Such plans should be reviewed and implemented on an appropriately scheduled basis. Based upon the air sampling plan, an hourly employee selected by the International UAW, working under the technical supervision of the Safety Manager, may assist in the collection of air samples. Job function key elements of the IHT-JET will be established by the LJHSC, and the appointee will demonstrate competency by successfully completing required training. Reports of industrial hygiene and noise measurement surveys will be provided to the LJHSC, who will provide it to the co-chairs of the RJC, if appropriate.

The LJHSC will decide when consultants are necessary 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 and the co-chairs of the RJC.

## **XIV. PERIODIC JOINT AUDITS OF FACILITIES**

The UAW and Allison 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 to mutually select a third-party hHealth and sSafety consulting or accreditation organization firm will to conduct audits to evaluate the facility's health and safety performance. The International UAW Health and Safety Representative will be invited to participate during the audit. In addition, thean International UAW Health and Safety Representative may conduct an annual internal joint audits at a mutually agreed upon date and time. The purpose of the audit 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 will develop a method to address repeat audit findings for identical deficient conditions found on consecutive audits. ~~Audits will occur at least every three years.~~

The audit team will meet with the Executive Director, Plant Operations, 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 ATI, within thirty (30) days of the review. Following the finalized report, the LJHSC, after review by the Key Four, will reply provide an action plan, addressing issues contained in the report. A monthly joint review of progress to correct deficient conditions will be performed by the Executive Director, Plant Operations, LJHSC and the Health and Safety Audit Module Champions. Additionally, all such review information shall remain the confidential property of ATI and will not be released without the expressed written permission of ATI.

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.

#### **XV. NEW TECHNOLOGY/SPECIFICATIONS**

Health and Safety shall be designed into new equipment, refurbished equipment and/or new processes. Allison and the UAW recognize the advantages of designing processes and equipment with effective health and safety controls. The parties established a joint Review of Technology Process, consisting of at least one member of the LJHSC and one member of the Manufacturing Engineering group to address health and safety concerns early in the development process. The Process will utilize the Allison Technology Group as a resource, where deemed necessary by the committee. The main objective to the "Design-In" effort was to develop common design specifications for Allison in the manufacturing processes that incorporated health and safety program requirements. The process serves as a technical resource to work with the engineering group to assure that UAW-ATI health and safety program requirements are incorporated into the common design specifications.

In addition, the parties recognize the importance of the UAW'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 LJHSC during the product development process to review potential health and safety issues that impact bargaining unit employees. The LJHSC will utilize the Review of Technology Process to review and address these health and safety issues.

~~In an effort to~~ To improve safety in the development cycle, the parties agree to perform Task Based Risk Assessments (TaBRA), on new equipment and manufacturing systems. A Task Based Risk Assessment will be performed after the detailed designs are completed on new manufacturing equipment and/or processes. A review of anticipated equipment and/or processes will be held with the shop committee, the LJHSC, and the IHT-JET. The LJHSC and 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. The Union will have an opportunity to discuss health, safety and ergonomics concerns with Management and make recommendations designed to improve the equipment and/or processes, consistent with the common design specifications.

Reviews will be made at the appropriate level (i.e., Safety Review Board, and Regional Joint Committee), for new technology/process awareness and to discuss safety related issues and/or concerns.

Machinery, ~~equipment~~equipment, or processes will not be released for production without the written approval of the LJHSC and/or Review of Technology Champion. The IHT-JET will be consulted during this process. Any disputes will be resolved by the Safety Manager. 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-ATI Lockout Placard Guidelines. These placards will continue to be reviewed during a UAW-ATI 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~~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.

## **XVI. CONTROL OF CHEMICAL EXPOSURES**

Allison will utilize either the OSHA PEL's, NIOSH REL's or ACGIH TLV's to assess employee exposure to chemicals in Allison's facilities, as needed. Allison will use these standards as the basis for evaluating employee exposures and for taking appropriate corrective or preventive action.

Allison intends to control, through professional industrial hygiene practice and methods, employee exposures to the OSHA PEL's, NIOSH REL's or ACGIH TLV's in the work environment.

Allison and the Union have established an exposure guideline where cutting fluids are used. Allison has established a plan to reduce exposure to coolant aerosol. The exposure guideline includes:

- New equipment specifications that limit employee exposure to levels of MRFs equal to or less than  $0.5 \text{ mg/m}^3$  on a time weighted average
- A time weighted average of  $1.0 \text{ mg/m}^3$  for personal exposures to MRFs on existing machining equipment
- A management directive has been given to affected plants to emphasize the importance of routine housekeeping and maintenance for fluid systems and associated equipment

The 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., Safety Review Board, Regional Joint Committee and Hazardous Materials Control Committee), for awareness and discussion of safety related issues and/or concerns.

The LJHSC will review process exhaust ventilation systems where air is re-circulated. 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-ATI Industrial Hygiene Technician Program will include the following:

- A process for the assessment of intermittent exposures in skilled trades' jobs and non-routine tasks.
- The identification of appropriate performance checks, conducted at least annually, on local exhaust ventilation systems where employee exposures are equal to or greater than the chemical exposure guidelines stated above.
- Additionally, ventilation systems will be included in the planned maintenance program.

The IHT-JET will receive notice of initial ~~work-related~~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 LJHSC upon request.

## **XVII. ACCESS TO DATA**

A joint procedure has been established for the review of injury/illness records with the LJHSC and the Medical Department. This medical department audit includes a review of Worker's Compensation cases as part of the current audit of injury/illness records. OSHA 300 log overrides will continue to be available for access by the LJHSC.

~~In order to~~To monitor the effectiveness of the programs, the parties recognize that all work-related injuries and illnesses must be reported to the medical department as soon as possible. These injuries/illnesses

shall be reported in accordance with procedures developed by the ~~local~~ SRB. Allison 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 continue to motivate managers, ~~supervisers~~ supervisors, and workers to keep safety as an overriding priority.

Allison agrees to continue to provide information access to systems containing pertinent to the joint investigation of health and safety issues.

#### **XVIII. NOISE ABATEMENT/CONTROL PROGRAM**

The parties recognize that Allison has a comprehensive Hearing Conservation and Noise Control Program for the purpose of continuous incremental improvements in noise reduction. Allison and the UAW have the responsibility to seek input from plant personnel in identifying noise sources and potential ways to reduce noise levels. The Hierarchy of Controls will be utilized to develop noise abatement programs ~~in order to~~ reduce noise levels in areas where hearing protection is required.

The LJHSC will determine when a Noise Control Committee needs to be established. The LJHSC 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 Safety Review Board.
- Ensure reports follow formats specified in the Hearing Conservation and Noise Program.
- Ensure new and rebuilt equipment meet the Sound Level Specification (<80 dBA).
- Identify planned maintenance items related to noise control.

Allison and the IHT-JET will continue to conduct the annual noise exposure survey where operations exceed 80.0 dBA and provide findings to the LJHSC.

#### **XIX. PLANNED MAINTENANCE**

The LJHSC 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-ATI 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. Regular meetings between the LJHSC and QNPM representatives will be held at mutually agreed upon dates and times. LJHSC members will have access to Maximo, or its replacement and will be provided with training upon request.

Job plans provided to assigned employees for Safety Planned Maintenance work orders must identify specific measurements to be taken and the acceptable range for these measurements if appropriate. The level of acceptability or standard(s) to be met should be explicitly stated whenever practical. When not practical, the job plans must reference specific sections of the appropriate documents. When assigning Safety Planned Maintenance work orders, the supervisor's duty is to ensure such referenced documents are readily available to assigned employees.

#### **XX. WORKING ALONE/ISOLATED AREAS**

The parties have discussed Allison's policy regarding the assignment of employees to tasks in isolated locations. Anytime an employee is assigned to work alone in an isolated area, the Leadership will ensure an appropriate level of personal surveillance (see Allison Transmission, Inc. Working Alone Guidelines). 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, Allison will provide a copy of an applicable written Safe Operating Procedures (SOP) or Safety Task Analysis (STA) to the employee detailing precautions to take to perform the task safely.

## XXI. CONTRACTOR SAFETY

It is Allison's practice to provide outside contractors with Allison Health and Safety policies and procedures. Allison will continue to use the "Construction Job Site Safety Plan" (CJSSP) for contractor safety and provisions for protecting the UAW-ATI employees during contractor work. The LJHSC will be afforded the opportunity to review the Contractor's Job Site Safety ~~Plan~~ Plan and risk assessment(s) prior to commencement of on-site work, which includes a pre-work meeting with the contractor(s). Work activities will be periodically monitored thereafter for compliance. Additionally, Allison requires that construction or maintenance contractors comply with applicable Federal, State, and Municipal Health and Safety regulations as stipulated in the ATI/contractor contract.

Allison will require, as a condition of the construction or maintenance contract, the contractor's commitment to abide by UAW-ATI Health and Safety work practices. Allison has also agreed to continue to report contractor incidents, including serious injuries and near misses, to the LJHSC.

The LJHSC will monitor contractor safety activity to ~~insure~~ ensure compliance.

## XXII. FUNDING: HEALTH AND SAFETY FUND

The LJHSC will direct the Health and Safety Fund. The Key 4 – Joint Activities will monitor the Health and Safety Fund. Funding shall include Health and Safety training, materials and/or equipment that support health and safety and promote safety in the workplace. To assure adequate funding for these activities, as of August 07, 2007, Allison will make available funding at \$.04 per hour worked, capped at \$200K. These funds will be accumulated by and coordinated administratively on behalf of the ~~Key 4 – Joint Activities~~ LJHSC. In the event these funds are depleted, subsequent funding for future and reoccurring expenses, if approved, will be made available. Should business conditions warrant an increase in the cap, the LJHSC may petition the Key 4 to review the need for and feasibility of an increase.

## XXIII. PERSONAL PROTECTIVE EQUIPMENT (PPE)

Allison Transmission, Inc. will provide PPE at no cost to employees. Only company issued approved PPE that is mutually agreed to by the LJHSC shall be worn by the employee. The PPE provided will cover head, face, eye (including prescription), hand, foot protection, respiratory hazards, hearing hazards, fall hazards, and electrical hazards.

### 1. Eye Protection

A. Prescription safety glasses will be provided once per calendar year at no cost to employees. Employees will have a choice of available frames at no cost, and a choice of upgraded frames available for additional expense at cost to the employees. Bifocal, trifocal, and progressive lenses, both top and bottom, are available at no cost to the employees. Anti-glare, anti-fog and scratch resistant lenses are provided at no cost to employees. Damaged or scratched prescription safety glasses will be replaced at no cost to the employees. Prescription glasses will be replaced at the time of a prescription change.

### 2. Foot Protection

A. Foot protection (slip-resistant, steel or composite toed shoes) is required.

B. The company will provide funds up to ~~\$200.00~~ \$250.00 per employee for shoes every 12

months. The vendors to be used will be mutually agreed upon by the LJHSC.  
C. Foot protection damaged or worn within the 12-month period will be replaced by the company at no cost to the employee, upon review by the Associate Director, Global Health & Safety or designee.

**XXIV. HEALTH AND SAFETY AUDIT MODULES**

The parties recognize their responsibility to provide a safe and healthful working environment and have incorporated Health and Safety Audit Modules to assist in guiding and maintaining all aspects of those responsibilities. As such, the parties agree to continue to jointly review each module on no less than an annual basis, ~~documenting any~~ identified deficiencies will be documented and corrected as needed.

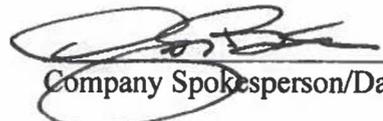
**XXIII.XXV. RIGHT TO TERMINATE**

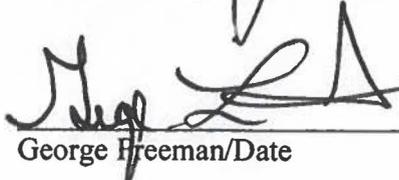
If either Allison or the International UAW wish to cancel or modify the portion of the Memorandum above, it will give a sixty (60) day written notice to the other party, listing the specific reasons for termination or modification of this section of the agreement. Within the sixty days, a mutually satisfactory meeting date will be arranged. The programs and policies implemented prior to the termination of this agreement shall also remain in effect for the life of the current agreement.

**XXIV.XXVI. DISCLAIMER**

Nothing in this memorandum of understanding, the attachments hereto, various policy letters on health and safety, or the joint health and safety training materials is intended nor should it be taken to impose upon the International UAW, Local 933, UAW Health and Safety Committees, UAW Officials, employees or agents, a legal or financial liability for either the health and safety of Allison Transmission employees or for work connected injuries, disabilities, diseases or related losses incurred by employees of Allison Transmission or its subsidiaries or by third parties while on the property of Allison Transmission or its subsidiaries.

 12-20-2023  
\_\_\_\_\_  
Union Spokesperson/Date

 12/19/23  
\_\_\_\_\_  
Company Spokesperson/Date

 12/20/2023  
\_\_\_\_\_  
George Freeman/Date

 12/20/23  
\_\_\_\_\_  
Chris McTaggart/Date

 12/19/2023  
\_\_\_\_\_  
Matt Carter/Date

 12/19/23  
\_\_\_\_\_  
Emmanuel Boulukos/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Revise Doc. No. 8:

Doc. No. 8

MEMORANDUM OF UNDERSTANDING — SPECIAL PROCEDURE FOR  
ATTENDANCE

~~Mrs. Cindy Estrada Vice President IPS/CS Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, MI 48214~~

~~Dear Mrs. Estrada:~~ [insert new name and address]:

\*\*\*

5. Absences excluded from this procedure which will not place the employee into the Attendance

Improvement Steps are as follows:

- Employees with 1% and under controllable absence
- Informal Leave of Absence
- Formal Leave of Absence
- Sick Leave of Absence — when receiving Sickness and Accident benefits
- Compensable Leave
- Leave of Absence for Union Activity
- Leave of Absence for Public Office
- Leave of Absence for Military Service
- Educational Leave of Absence
- Leave of Absence - Apprentice Training
- Absence for Jury Duty
- Absence for Short-Term Active Duty
- Bereavement
- Approved Vacation
- Vacation Restricted (VR) - (Up to ~~three (3)~~ five (5) instances of absence as defined in Paragraph 8, below)
- Approved FMLA
- Disciplinary Layoff or Suspension

- Absences required to be protected by law
- Any time sent out by Plant Medical
- Absences when the employee is required to appear in court pursuant to a valid subpoena in a case where the employee is not a party
- Up to four (4) tardies (1 hour or less) as defined in Paragraph 194

6. Instances of absence subject to this procedure are defined as follows:

- A. Single or consecutive days of absence.
- B. Tardiness of four (4) hours or more, or five (5) hours or more in areas with Alternative Work Schedules.

7. Employees are expected to request time off as far in advance of the absence as possible. When instances occur in which an absence or tardiness could not be planned in advance, employees should make every reasonable effort to report their absence or tardiness as early as possible prior to the scheduled starting time of the shift for which they will be absent or tardy. The absentee call-in number is 1-~~833-284-6250~~ ~~866-684-2409~~.

8. Absences not excused in advance will result in 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 three (3) 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).
- D. Absences on any of the above days, which may be the result of documented circumstances beyond the employee's control, will be taken into consideration by Allison as possible justification to excuse the absence.

10. Instances of absence beyond those identified in Paragraph 5, above, or an unexcused absence occurring on a day identified in Paragraph 9, above, will be subject to the Attendance Improvement Steps. A disciplinary interview will be offered in accordance with Paragraph 3 above. The Chairperson of the Shop Committee and the Labor Relations Manager will deal with any unforeseen circumstances expeditiously.

11. On December 1st of each calendar year a snapshot will be taken of the previous 12 months to determine which employees have greater than a 1% controllable absence rate. This snapshot will determine those employees that fall into the Special Procedure for Attendance for the following

year. Those employees with greater than 1% absence rate will be subject to the Attendance Improvement Steps detailed in this Memorandum of Understanding. If an employee with greater than a 1% absence rate is successful in driving the percentage below 1% prior to the new snapshot being taken on December 1st, he/she will be subject to the regular discipline procedure for attendance. In the event the employee is able to reduce their absence rate to where they are no longer part of the Special Procedure for Attendance, any discipline accrued will not be used as part of the regular discipline procedure for attendance.

12. The controllable absence rate is calculated by dividing the “core absence hours” by the “available core hours”. “Core absence hours” is defined by any absences defined in #6 of this document during any available core hours. “Available Core hours” is defined as normally scheduled shift hours, not including overtime or holidays.

13. The Special Procedure for Attendance establishes fixed outcomes with respect to all matters contained in the Attendance Improvement Steps chart and supersedes any other 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.

#### ATTENDANCE IMPROVEMENT STEPS

Step	Absence/Instance	Action	Time on Record
1	First	First Written Warning	<del>36</del> Months – Providing no further non-excludable absences; extended by periods of leaves.
2	Second	Second Written Warning	<del>6+2</del> Months – Providing no further non-excludable absences; extended by periods of leaves.
3	Third	Referral to EAP Services and Balance of Shift Plus 1 Day Unpaid Time Off	<del>9+8</del> Months – Providing no further non-excludable absences; extended by periods of leaves.
4	Fourth	Balance of Shift Plus 3 Days Unpaid Time Off	<del>12+8</del> Months – Providing no further non-excludable absences; extended by periods of leaves
5	Fifth	Balance of Shift Plus 1 Week Unpaid Time Off	<del>12+8</del> Months – Providing no further non-excludable absences; extended by periods of leaves.
6	Sixth	Termination of Employment	

*Cl*  
*GFF*

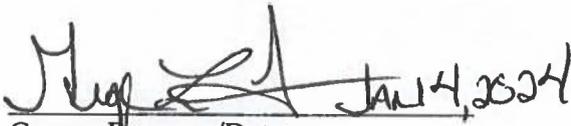
14. The parties are specifically empowered to periodically review and evaluate this procedure and make mutually satisfactory adjustments in the mechanics of its operation during the term of this Agreement.

15. An employee who has had an absence, due to documented extraordinary circumstances beyond their control may request a review with their supervisor and District Committeeman. At the conclusion of the review, Management reserves the right to assess the next appropriate step of the Attendance Improvement Steps. A grievance may be filed as a result of placement into the Attendance Improvement Steps.

Very Truly Yours,

~~Mary Anne Hoffman~~ Lorraine Parker-Clegg

Vice President  
Human Resources

  
George Freeman/Date

  
Chris McTaggart/Date

  
Matthew Carter/Date

  
Douglas Bolton/Date

  
Nathaniel Charny/Date

  
Emmanuel Boulukos/Date

cli  
OK

ALLISON TRANSMISSION INC.

AND

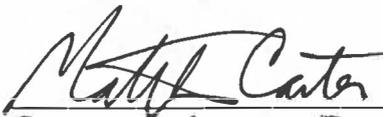
INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

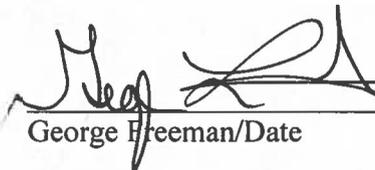
TENTATIVE AGREEMENTS

Revise Doc. No. 27:

All positive test results will be subject to a mutually agreed to third party evaluation upon request of either party. **If the results of the second test of the sample show employee's levels are under Doc. 27 limits, the employee will be returned to work with pay upon receipt of the results, and will be compensated for all lost time waiting for third party results.** Problems selecting a third party may be referred to Manager of Labor Relations and the Chairman of the Bargaining Committee. Employees who refuse to be tested will be treated as though they had tested positive.

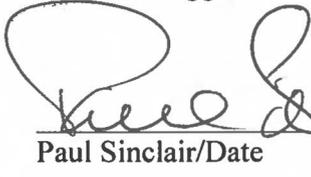
 11/7/2023  
Union Spokesperson/Date

 11/6/2023  
Company Spokesperson/Date

 11/8/2023  
George Freeman/Date

 11/8/2023  
Chris McTaggart/Date

 11/6/2023  
Matt Carter/Date

 11/6/23  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

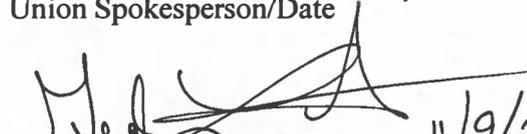
INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Remove Doc. No. 70 from the Agreement.

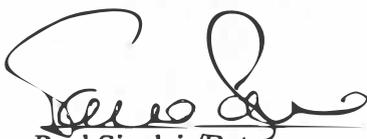
 11/7/2023  
Union Spokesperson/Date

 11/6/2023  
Company Spokesperson/Date

 11/9/2023  
George Freeman/Date

 11/9/2023  
Chris McTaggart/Date

 11/6/2023  
Matt Carter/Date

 11/6/23  
Paul Sinclair/Date

**ALLISON TRANSMISSION INC.**

**AND**

**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933**

**TENTATIVE AGREEMENTS**

Revise Doc. No. 97:

**Doc. No. 97**

**SKILLED TRADES WORK THAT IS NOT NORMAL AND HISTORICAL (NON-  
TRADITIONAL)**

Mrs. Cindy Estrada  
Vice-President  
IPS/CS  
Department  
International Union UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mrs. Estrada:

During the current negotiations the parties discussed the subcontracting grievance activity and the strategic alignment of resources focused towards supporting the manufacturing process and maintenance of the facilities. As a result of these discussions the parties agreed that the following list of work would be reviewed with the UAW in advance. Furthermore, the parties agreed that there would be no "fully engaged" treatment as a result of any of the following facilities work being performed by outside contractors.

- Maintenance at Plant 17 outside the building envelope (excluding roof top AHU, exhaust equipment)
- Outside the building envelope, fire loop installation and replacement of below grade piping and major pump house renovations
  - Excludes maintenance / replacement / rebuilding / retrofitting of individual above grade components
- Horizontal boring
- In-pipe camera systems external to the building for which equipment is not readily available
- Outside the building envelope, installation of storm/sanitary sewer runs/fixed catch basins etc.
- Outside the building envelope, storage tank installation, tank integrity, maintenance (excluding work beyond the connection flanges of the tank and non-structural items) and cleaning
- Installing/replacing wells, and city/well water distribution systems outside the building envelope
  - Excludes maintenance / replacement / rebuilding / retrofitting of individual components in pits or above grade
- Demolition of buildings or outside structures and free-standing structures
- Decommissioning of a building - Excludes removal of non-scrap assets / machinery / equipment
- New building construction (e.g. buildings, tank farms, bridges, trestles etc.)
- New test cells
  - Building a test cell that has not previously existed
  - Building a new test cell in the place of an existing test cell that has been completely

demolished and removed

- Fabrication of ductwork
- Insulation in excess of 80 hours
- Major building infrastructure installation/replacement
- Proprietary fire and security systems
- Welding of pressure vessels per Boiler Pressure Vessel / ASME code
- Test Stand / Fire Pump / Generator Engine Maintenance
- Painting (excluding aisle/ workplace organization lines related to manufacturing, production aids), catwalks, drywall, suspended ceiling, concrete finishing, and floor coatings
- Installation/repair/replacement of outdoor lighting/electrical and building walls, floors, windows, doors excluding minor repairs to address an immediate need or those associated with a preventative maintenance task
- [Major installation/replacement of lighting fixtures](#)
- High Voltage electrical distribution (13,200 Voltage and above)
- Repair/replacement/inspection of overhead cranes greater than or equal to 7 tons outside of manufacturing and engineering areas
- Asbestos/Lead/Mold/PCB and other hazardous material handling and remediation
- Exterior building signage installation/repairs and branding

The following list of work will not be reviewed in advance.

- Pavement / parking lot striping
- Large surface grading, ground preparation and removal of large trees
- Roof replacement and all repairs
- Non-skilled work (Below is the all-inclusive list of work considered in this category)
  - Fixture re-lamping (bulb replacement)
  - Paper movement
  - Furniture/office equipment (computers/printers, etc.) movement and assembly and events setup
  - Personnel movement
  - GFCI inspections, Building stairway inspections
  - Waste handling
    - Gondolas / carts / tubs for trash / scrap / chips / recyclables / construction waste / universal waste / swarf
    - Excludes machinery / equipment in manufacturing and test cell areas
  - Restroom plunging / accessory installation/replacement that does not require surface modifications/drilling
  - AHU filters (Excludes VEET building and process equipment)
  - Kitchen appliance filters (Excludes free standing ice machines)
  - Fluid reclamation subject to certification
  - Ceiling tile replacement
  - Removal of leak diverters ("diapers") after roof repairs
  - Picture/signage installs/relocations outside of manufacturing and test cell areas
  - Jersey barrier / temporary boundary control movement outside the building envelope
- Elevators
- Electric and Gas utilities infrastructure (e.g. AES and Citizens gas) repair external to the building
- Food/Beverage preparation/serving equipment (excluding walk-in refrigeration, exhaust equipment, ice machines and sinks)
- Repair/replacement of exterior fencing and boundary controls, and parking lots
- Environmental remediation/recovery systems

Definitions:

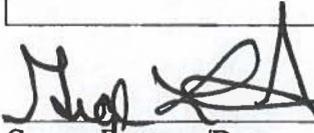
- Major: All building structural components, any project work > [1440](#) hours
- Building Infrastructure: All equipment/components/systems for the Facility to function for general manufacturing occupancy (e.g. structural, trestles, ventilation, lighting, electrical, plumbing, IT,

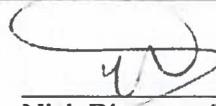
utilities, fire protection) excluding manufacturing related equipment such as: hoist rails, local exhaust systems and the utilities that are directly fed into the manufacturing related equipment

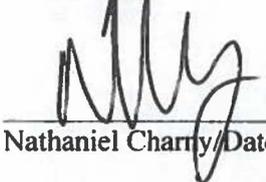
- Building Envelope: All walls, floors, and roofs separating the outdoors

In the event that the Company agrees to do any of the above work using Allison trades, the intent of this letter does not change as it pertains to future situations.

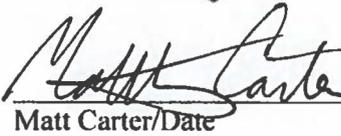
Remove Doc. No. 99 from the Agreement.

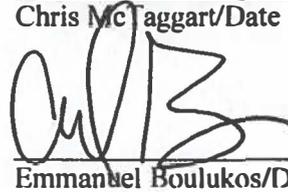
  
George Freeman/Date 12/20/2023

  
Nick Dittmore/Date 12/19/23

  
Nathaniel Charry/Date 12.20.2023

  
Chris McTaggart/Date 12/20/23

  
Matt Carter/Date 12/19/2023

  
Emmaniel Boulukos/Date 12/19/23

UAW Proposal 1-1

**HEALTHCARE SUPPLEMENT EXHIBIT C**

**ARTICLE III**

**ENROLLMENT, ELIGIBILITY, COMMENCEMENT, CONTRIBUTIONS AND CONTINUATION**

**Section 2. Dates of Eligibility, Commencement of Coverages, and Corporation Contributions for Active Employees**

(a.) Eligibility and Commencement of Coverages for Present and New Employees

An employee shall ~~automatically become covered for all health care coverages on August 7, 2007 or if later,~~ become covered for all health care coverages on the 91<sup>st</sup> day of active employment/service ~~on the first day of the month next following the month in which the employee is actively at work after acquiring seven months of seniority.~~ Employees who have met the above requirement but who are not in active service on the effective date as established above will have coverage activated immediately upon return to work.

However, for purposes of this subsection 2(a), if an employee is scheduled to be at work, but is absent due to the employee's health status or any health factor, the employee will be deemed to be in active service and at work as required under HIPAA.

**HEALTHCARE SUPPLEMENT EXHIBIT C**

**ARTICLE VI**

**EXCLUDED BENEFITS FOR TIER II**

**Section 2. Tier II Benefits Provided.**

(a.) Tier II Employees shall become eligible for:

(1) health care coverage under Appendix A (Hospital, Surgical, Medical, Prescription Drug, and Hearing Aid Coverage) and Appendix B (Mental Health and Substance Abuse) ~~on the 91<sup>st</sup> day of active employment/service on the first day of the month next following the month in which the Tier II Employee is actively at work after acquiring seven (7) months of seniority (as required in Article III, Section 2(a)).~~

(2) dental coverage under Appendix C (Dental Coverage) and for annual eye exams under Appendix D (Vision Coverage) (eye glass frames and lenses may be obtained at a discount through vision network providers described in Appendix D, ~~on the 91<sup>st</sup> day of active employment/service on the first day of the month next following the month in which the Tier II Employee is actively at work (or on disability leave) after acquiring three (3) years of seniority, and~~

(3) vision coverage under Appendix D (Vision Coverage) ~~on the 91<sup>st</sup> day of active employment/service on the first day of the month next following the month in which the Tier II Employee is actively at work (or on disability leave) after acquiring five (5) years of seniority).~~

 11/11/23

 11/12/2023

Benefit Plan Language

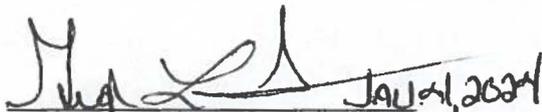
ALLISON TRANSMISSION, INC.  
January 3, 2024

George Freeman  
Chairperson-Bargaining Committee, UAW Local 933/ATI Unit

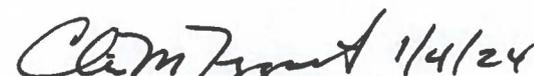
Dear Mr. Freeman:

During these negotiations, the parties agreed to review all legal and negotiated updates to the union employee benefit plan documents ("plan") after the ratification of the contract. The parties also agreed that the Executive Director, Global Total Rewards for Allison Transmission, Inc. and the Coordinator, UAW Benefits Local 933 for Allison Transmission, Inc., or such successor positions, as designated by the Parties, have authority to sign off on any such changes in plan language and to incorporate those changes into the plan documents. Any changes agreed to as part of this process are purely to memorialize current practices, effectuate agreements reached during these negotiations, or incorporate changes mandated by law. No changes adopted pursuant to this letter can alter any substantive right of a plan participant except as otherwise agreed as part of these negotiations or required by law.

The parties further agreed that Allison Transmission may make any amendments to plan documents, and enter into any other contracts, as may be necessary to implement any such plan language changes. Allison Transmission will provide a copy of any plan amendments to the International Union for its review before implementation.

  
George Freeman  
JAN 04, 2024

  
Doug Bolton  
1/4/24

  
Chris McTaggart  
1/4/24

  
Matthew Carter  
1/4/2024

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

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Revise Appendix D Lump-Sum Payment Letter Agreement of the SUPPLEMENTAL  
AGREEMENT Covering Pension Plan EXHIBIT A To Agreement between Allison  
Transmission, Inc. And UAW Local 933

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Lump-Sum Payment

APPENDIX D

Letter Agreements

ALLISON TRANSMISSION, INC.

International Union, United Automobile,  
Aerospace and Agricultural Implement  
Workers of America, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Attention: Mr. Shawn Fain  
President UAW

Dear Mr. Fain:

During these negotiations the parties agreed upon certain lump sum payments to be made to eligible retirees and surviving spouses.

Lump sum payments would be paid directly to retired employees and surviving spouses on the basis described below. The lump sum payments will be made from the Hourly-Rate employees' Pension Plan.

1. The following persons will be eligible for lump-sum payments:

Allison Transmission Confidential: [Business Use Only](#)

- (a) employees who retired after October 1, 2011 under the terms of Article II, Sections 1, 2 or 3 of the Plan and who are receiving benefits from the Plan as of the first of the month for which a lump-sum payment would be made.
- (b) eligible surviving spouses of employees who retired under the terms of Article II, Sections 1, 2 or 3 of the Plan after October 1, 2011, or surviving spouses eligible for a benefit after October 1, 2011 pursuant to Article II, Section 5(g) of the Plan (excluding surviving spouses of former employees who broke seniority and who are eligible for a deferred pension.
- (c) however, any such retired employee, as described above, will be eligible to receive only 50% of any lump-sum payment on or after December 2007, if there is any outstanding disability overpayment under the Life and Disability Benefits Program.

2. Amount and Dates of Payments:

- (a) in December 2023 (paid within 30 days of ratification), 2024, 2025, 2026 and 2027, a maximum payment of \$700 will be made to retired employees with thirty or more years of credited service. The payment to pensioners with less than thirty years of credited service will be \$23.3333 per year of credited service with Allison Transmission, Inc. (with a proportional amount for fractional years).
- (b) eligible surviving spouses will receive 65% of the amount that would have been payable to the retired employee under (a) and (b) above.
- (c) any retired employee with an outstanding overpayment, as described in 1(c) above, will have an amount equal to the portion of the lump-sum payments they are ineligible to receive applied to the outstanding disability overpayment balance. If such amount exceeds such overpayment balance, the amount of excess will be payable.

Please indicate your concurrence in the proposed lump-sum payments arrangement and other provisions of this letter.

Very truly yours,  
ALLISON TRANSMISSION, INC.

Lorraine Parker-Clegg  
Vice President, Human Resources  
and Chief People Officer

Accepted and Approved:  
INTERNATIONAL UNION, UNITED AUTOMOBILE,  
AEROSPACE AND AGRICULTURAL IMPLEMENT  
WORKERS OF AMERICA, UAW

By: Shawn Fain

1/5/ George Freeman<sup>NC</sup> 1-5-24  
George Freeman/Date

[Signature] 1/5/24  
Douglas Bolton/Date

Nathaniel Charny 1-5-24  
Nathaniel Charny/Date

Chris McTaggart 1-5-24  
Chris McTaggart/Date

Matt Carter 1/5/2024  
Matt Carter/Date

[Signature] 1/5/24  
Emmanuel Boulukos/Date

**ALLISON TRANSMISSION INC.**

**AND**

**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933**

**TENTATIVE AGREEMENTS**

**Revise Article III, Section 1(b) of the SUPPLEMENTAL AGREEMENT Covering  
Health Care Program EXHIBIT C To Agreement between Allison Transmission,  
Inc. And UAW Local 933**

**ARTICLE III  
ENROLLMENT, ELIGIBILITY, COMMENCEMENT,  
CONTRIBUTIONS AND CONTINUATION**

**1. Section 1. Enrollment**

(a.) A primary enrollee must complete an application for the coverages in which the enrollee elects to participate. The application or enrollment form shall include an authorization for payroll or pension deductions for contributions which may be required.

(1) At the primary enrollee's option such coverage may include protection for (i) self only (single), (ii) self and spouse, or (iii) self and child(ren), or (iv) self and family. Family coverage shall include only spouse and eligible children as defined in Sections 9(b), 9(c) and 9(d) of this Article.

(2) The primary enrollee may elect (i) core coverages alone, (ii) core coverages plus any or all non-core coverages, (iii) any or all non-core coverages without core coverages or (iv) waive all coverages. The primary enrollee's election determines coverage for all dependents.

(3) When multiple options exist as to Carrier (e.g., one or more alternative dental options) the primary enrollee's election also shall apply to all dependents.

(4) When a husband and wife both qualify as primary enrollees, each may make a separate election. However, no individual may have coverage as both a primary and a secondary enrollee, nor as a secondary enrollee under more than one primary enrollee.

(5) If a primary enrollee's coverage otherwise available under this Program is waived or canceled, and based upon

such waiver or cancellation the primary enrollee receives some financial consideration under any other Corporation plan or program, such primary enrollee shall be precluded from coverage as a secondary enrollee under another person's coverage, for a period of time equal to that upon which such consideration is based. This provision also applies to secondary enrollees, if any, included in the waiver or cancellation on which such consideration is based.

- (b.) The primary enrollee may be required to make weekly contributions as set forth in the Program, according to the enrollment classification, Carrier option, marital status, and type and number of dependents enrolled, and adjusted for any applicable wellness discount.
- (c.) An employee's failure to return a completed application for coverage as described in (a) above, will constitute an election of single coverage under the Tier II option.

**Add Article III, Section 2(c) (3) of the SUPPLEMENTAL AGREEMENT Covering Health Care Program EXHIBIT C To Agreement between Allison Transmission, Inc. And UAW Local 933**

- (c) Corporation Contributions for Employees in Active Service
- (1) With respect to any month in which the employee is in active service with the Corporation and eligible for coverage as specified in this Section 2 as of the beginning of the month, the Corporation shall make contributions for that month's coverages as specified in the Program. In addition the Corporation will make an annual contribution of \$750 for employee only coverage and \$1,500 for all other coverage levels to an employee's Health Savings Account.
- (2) With respect to any month in which an employee does not meet the requirements of subsection 2(d)(1) above by virtue of not being in active service at the beginning of the month, but in which an employee returns to work and is eligible for reinstatement of coverages under subsection 2(c) above, the Corporation shall make contributions as specified in the Program effective with the date of return to work.
- (3) The Corporation shall offer a wellness program that provides the employee with an annual opportunity to earn a thirty-five percent (35%) discount off of weekly employee medical premiums. The criteria for earning the wellness discount will be established by the ATI-UAW Benefits Committee.

1/5/ George Freeman<sup>NC</sup> 1-5-24  
George Freeman/Date

 1/5/24  
Douglas Bolton/Date

 1-5-2024  
Nathaniel Charny/Date

 1-5-2024  
Chris McTaggart/Date

 1/5/2024  
Matt Carter/Date

 1-5-24  
Emmanuel Boulukos/Date

**ALLISON TRANSMISSION INC.**

**AND**

**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933**

**TENTATIVE AGREEMENTS**

Addition of New Memorandum of Understanding – Outstanding Demands:

**MEMORANDUM OF UNDERSTANDING**  
**OUTSTANDING DEMANDS**

During the 2023 negotiations, the Union and the Company discussed at length a very large number of demands submitted by the Union on behalf of the membership. Although all demands were presented by the Union and responded to by the Company, the parties were not able to resolve all of the demands to the satisfaction of both parties during negotiations. Because the subjects of discussion regarding many of these demands had merit to both parties, but required more in-depth discussion and information to come to better understandings, the parties have determined to create a process to continue discussion of those demands that were not fully resolved during negotiations to the parties' satisfaction. In addition, the parties anticipate that the process described in this letter will be utilized during the term of this Agreement to avoid the need for members to reserve raising or addressing demand-type concerns until negotiations begin for the next Agreement.

Following ratification of this Agreement, the Executive Director of Plant Operations and UAW Local 933 Shop Committee Chairperson will meet at least three times during Q1 of 2024 to continue discussion of the unresolved demands raised during negotiations. The Executive Director of Plant Operations and UAW Local 933 Shop Committee Chairperson may meet more often than provided if mutually agreed. For purposes of facilitating productive discussions, the Executive Director of Plant Operations or UAW Local 933 Shop Committee Chairperson may elect to bring up to two (2) subject matter experts, respectively. If any specified demands remain unresolved following the discussions between the Executive Director of Plant Operations and UAW Local 933 Shop Committee Chairperson, the FMCS will be contacted and mediation will be scheduled at a mutually agreeable time in Q4 of 2024.

In addition, seniority employees may address concerns that would otherwise result in a demand of some kind with their Union leadership, up to and including the appropriate Zone Committeeperson, at any time during the term of this Agreement. Those discussions may identify other or additional applicable avenues or approaches to understand and respond to such demands, including, in some instances, the grievance procedure (if necessary). In the event the demands are not resolved by the parties to their satisfaction, they will then be considered by the appropriate level of both Union leadership and management prior to being raised to the Executive Director of Plant Operations and UAW Local 933 Shop Committee Chairperson, who may discuss as part of their regularly scheduled meetings. For purposes of facilitating productive discussions, the

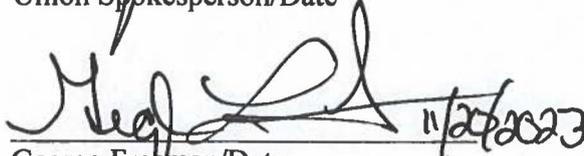
Executive Director of Plant Operations or UAW Local 933 Shop Committee Chairperson may elect to bring up to two (2) subject matter experts, respectively.

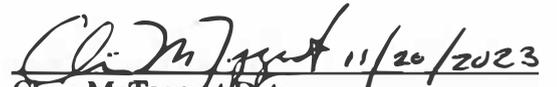
Any resolution reached as a result of discussion between the Executive Director of Plant Operations and UAW Local 933 Shop Committee Chairperson or the FMCS mediation will be memorialized in writing and signed by both parties.

This Memorandum of Understanding shall expire on November 14, 2027, unless otherwise agreed to in writing by the parties.

  
Union Spokesperson/Date

  
Company Spokesperson/Date

  
George Freeman/Date

  
Chris McTaggart/Date

  
Matt Carter/Date

  
Paul Sinclair/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Addition of New Document regarding Previous Demand Settlements:

Doc. No. XX

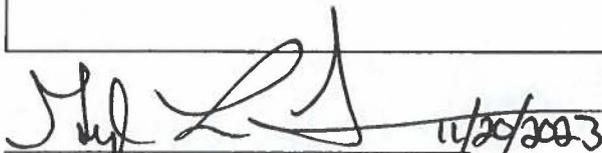
PREVIOUS MC 11/20/2023  
CRA 11/20/2023

PREVIOUS DEMAND SETTLEMENTS

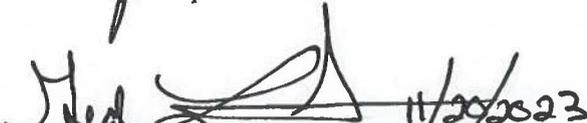
Mr. George Freeman III  
Chairperson  
Shop Committee  
UAW Local 933  
2320 South Tibbs  
Indianapolis, IN 46241

During the 2023 negotiations, the parties spent a considerable amount of time discussing demand settlements from previous negotiations. The parties previously agreed to print a comprehensive booklet of those demands in 2003 and again in 2008. Additional demand settlements were agreed to in 2012 and 2017. The parties have agreed to collect and print a comprehensive booklet of those demand settlements that continue to affect day-to-day labor relations on the shop floor in a separate Demand Settlement booklet. All other demand settlements not specifically agreed upon are null and void.

Matt Carter  
Executive Director, Plant Operations

  
Union Spokesperson/Date

  
Company Spokesperson/Date

  
George Freeman/Date

  
Chris McTaggart/Date

  
Matt Carter/Date

  
Paul Sinclair/Date

**ALLISON TRANSMISSION INC.**

**AND**

**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933**

**TENTATIVE AGREEMENTS**

Addition of new Memorandum of Understanding – Alternative Work Schedules:

**MEMORANDUM OF UNDERSTANDING**  
**ALTERNATIVE WORK SCHEDULES**

During 2023 negotiations, the Parties discussed the importance of satisfying all customer quality and other requirements on a timely basis and balancing those needs with work/life needs. The Parties also discussed the need for increasing retention, strengthening employee growth, and decreasing turnover. Such issues are critical for Company performance, successfully competing for future customer programs, and job growth and security for Allison Transmission employees. Allison Transmission and the UAW are jointly committed to work together to accomplish these ends.

One of the issues discussed in this regard was the uncertainty of changing customer requirements that may occur during the term of the collective bargaining agreement, and the importance of Allison's ability to respond to these changes in a timely manner. An example discussed was customer driven changes that may necessitate consideration of alternative work schedules. Notwithstanding Paragraph 8 of this Agreement, the Parties have agreed that the Company has the ability during the term of the collective bargaining agreement to implement alternative shift schedules on a "pilot project" basis, so long as the Union is provided at least thirty (30) calendar day notice. After discussion with the Shop Committee, the Company will select the department for the pilot project. If department employees vote by a majority of at least 66% to approve moving forward with an alternative work schedule pilot, the alternative work schedule will be implemented for no less than six (6) months and no longer than one (1) year, unless an extension is mutually agreed. If the employees in the selected department vote not to move forward with the alternative work schedule and after discussion with the Shop Committee, the Company may select a subsequent group(s) for the pilot project. This subsequent group(s) will be entitled to vote under the same criteria as mentioned above. At no point would any group(s) be forced to adopt the "pilot project" without a vote and the majority favor the Alternative Work Schedule.

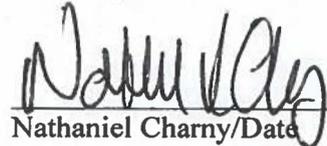
In the event a department votes to implement an Alternative Work Schedule, the employees within the department may exercise a "Special Shift Preference" to remain on their current shift, seniority permitting, or may submit an application for transfer, provided that the exercise of the "Special Shift Preference" or application for transfer is made within ten (10) calendar days of the vote to implement the Alternative Work Schedule. The Parties agree that the grant of the "Special Shift Preference" or transfer application by the Company does not violate the Seniority Agreement.

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Within ninety (90) calendar days of the pilot project's scheduled end date, the Chairperson of the Shop Committee and Executive Director, Operations will meet to review the success and impact of the pilot project and the potential to expand or extend the project, as desired. Any expansion of the project to other departments by the Company will only occur after a majority vote of the department employees following at least thirty (30) calendar day notice to the Union.

 JAN 4, 2024  
George Freeman/Date

 1/4/24  
Douglas Bolton/Date

 1-4-2024  
Nathaniel Charny/Date

 1-4-24  
Chris McTaggart/Date

 1/4/2024  
Matt Carter/Date

 1/4/24  
Emmanuel Boulukos/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

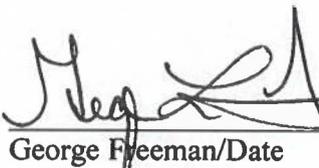
Addition of New Memorandum of Understanding – Plant 14:

MEMORANDUM OF UNDERSTANDING

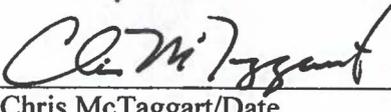
Plant 14

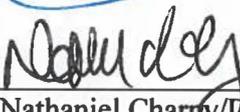
During the 2023 negotiations, the Company discussed at length the need for workforce flexibility within Plant 14, considering the extended period of and investment in the training of the workforce. During the term of this Agreement, the parties will meet to discuss ways in which to increase stability and skill retention in the workforce within Plant 14. The discussions will include items such as qualifications and training by classification, Transfer Rights, Shift Preference Rights, Temporary Layoff, and Surplus/Permanent Layoff, among other items important to the Union or the Company.

Any resolution mutually reached by the parties will be memorialized in writing and signed by the parties.

 JAN. 4, 2024  
George Freeman/Date

 1/4/24  
Douglas Bolton/Date

 1/4/24  
Chris McTaggart/Date

 1-4-2024  
Nathaniel Charron/Date

 1/4/2024  
Matthew Carter/Date

 1/4/24  
Emmanuel Boulukos/Date



## HEALTH & SAFETY DOC. NO. 7

### ADD NEW PROVISIONS TO DOC. NO. 7

This document contains the company's feedback on issues raised in the union's post TA proposal on Doc. 7. With the exception of the limited change to Ergonomics 2.B requested by the union, the company does not agree to any further changes or revisions to the parties' TA on Doc. 7.

### VENTILATION

During the 2023 negotiations the parties discussed the importance of the Company's compliance with OSHA 1910.94 Ventilation and the ACGIH TLV standards. Given the potential for catastrophic as well as significant long-term health effects presented by parts washers and spray booths, as well as operations in heat treat and the plating room, the company shall immediately implement monthly air monitoring in every department in all plants that have heat treat, plating equipment, parts washers and spray booths.

#### Management's Response

Heat Treat operations, plating room dip tanks, parts washers, and spray booths will continue to be a part of the required annual air sample plan the UAW-IH Technician develops and performs. Additional air sampling will be performed if employee concerns arise.

All newly purchased in-line washers, and current in-line washers that get relocated, will have local exhaust ventilation installed. All Plant 12 in-line washers have centrifuges installed to control mist. All remaining in-line washers will be evaluated with air monitoring for the need to install local exhaust ventilation by the end of 2024. The parties will meet to evaluate an air sample plan by end of Q1 2024.

Spray booths will have air monitoring performed to ensure there are no overexposure.

The Plant 14 Plating Room will have quarterly air monitoring performed until the ventilation system is upgraded.

All Heat Treat local LEL and CO sensors will be tied to Metasys by the end of Q2 2024.

### WALKING WORKING SURFACES

During the 2023 negotiations, the parties discussed the importance of the Company's compliance with OSHA 1910.22 Walking Working Surfaces. The company has agreed to both replace the section of the walking working surface on the roof that was removed and shall make repairs to non-compliant areas as soon as practicable. Additionally, the company and the Union shall

conduct joint annual audits of the roof's walking working surface, and shall repair, as soon as practicable, all deficiencies.

#### **Management's Response**

The general state of the board walk was deteriorated, and replacement occurred where necessary. A roof integrity study will be performed by a 3<sup>rd</sup> party structural engineer and the results will be shared with the UAW by mid-year 2024 and replacement or repairs will be made as required.

### **PART CART IDENTIFICATION AND MAINTENANCE**

All material carts will be identified with an asset tag number and placed on an annual Safety PM to inspect wheels, casters, brakes, welds and, where applicable, rollers and/or straps.

#### **Management's Response**

The current process is for operators to report deficiencies to their supervisor and open up a work order for repair. The carts have the work order physically attached and are further designated as needing repair with red tape until repairs are made. In 2024, a joint process will be developed and documented for the individual identification and repair of part carts.

### **HOIST INSTALLATION MAINTENANCE AND TRACKING CONCERNS**

During the 2023 negotiations, the Company and the Union discussed the many issues and concerns regarding the installation, maintenance and tracking of Hoists. The Company shall dedicate hourly resources to ensure compliance with OSHA 29 CFR Subpart D (1910.179). The Company shall fill the Facility's CAC position with responsibilities to generate, track and monitor the status of all Facilities Safety PMS (a position that the Facilities group has failed to fill since the retirement of the previous CAC in 2020) and will reinstate a dedicated hoist crew responsible to install, inspect, repair and remove all hoists throughout the facilities.

#### **Management's Response**

The UAW Safety Trainers conduct hoist inspection and repair training for all electricians and millwright welders initially and a required refresher training every three years.

A hoist inspection and repair process will be developed, posted on Process Central, and jointly reviewed on an annual basis.

## LUMINARIES

The Company shall replace all EMT from which luminaries have been hung throughout the facility with appropriate materials (either rigid conduit or Unistrut) that conform to the ATI Electrical Installation Standards and the NEC Article 358.12.

### Management's Response

The use of EMT as support only for hanging luminaries is an installation that was engineered by a licensed Professional Engineer, and it conforms to ATI Electrical Installation Standards and NEC. The engineered installation has been validated by a 3rd Party licensed Professional Engineer and physical testing. An inspection will occur, starting with the oldest installation by the end of the Q1 2024, and continue throughout the system, per a developed schedule that will be jointly reviewed. This process will be continued on an annual basis, as needed. The Union has been provided a copy of the PE-stamped print and the Company would be happy to provide another copy upon request.

### Additional Feedback for Union Post-TA Proposal #10

- Doc 7 is already tentatively agreed upon. However, the company will agree to add “any recognized ergonomic tool available in the ergonomics industry, including the following” immediately before the bullet points in Ergonomics 2B as requested by the Union. No other changes to the Doc. 7 TA.
- The company will continue to allow insoles and other shoe related products to be purchased with the shoe allowance.
- The UAW LJHSC shall maintain a list of all contractors performing work in the facility. This will be accomplished through the required pre-work meetings stated in Doc. 7.
- It is the company's responsibility to provide appropriate PPE through hazard and risk assessments. The company is not willing to allow employee provided PPE because of concerns over inadequate protection. The company is open to ongoing feedback from the union regarding additional types or styles of PPE requested by employees.

N. Kelly 12-20-2023  
M. [Signature] 12/20/2023  
C. [Signature] 12/20/2023

M. Carter 12/20/23  
[Signature] 12/20/23

**SETTLED DEMANDS 2023 -- SKILLED TRADES, JOINT PROGRAMS, HEALTH & SAFETY**

Demand No.	Demand Text	Last Response	Status	Assigned Committee
282	The Union demands air conditioning. Why is the air conditioning turned off at 3:00 pm when 2nd shift arrives? These machines won't run when it's hot and humid in the building. We would like to be able to breathe as well.	\$1M+ annual spend in providing a tempered environment controlled within a target range of 70-78 degrees. Any specific concerns should be addressed through Maximo.	Agreed	Skilled
283	The Union demands the company install a hand wash basin and water fountain in Cutter Grind.	Bottle fill and sink will be installed in Tool Room break area by end of Q1 2024.	Agreed	Skilled
287	The Union demands water and ice in all break rooms.	Water coolers and ice machines will be maintained in break malls.	Agreed	Skilled
289	The Union demands the company provide and maintain water fountains with bottle fill near each bathroom.	A plan for bottle fillers will be implemented across campus by end of 2025.	Agreed	Skilled
290	The Union demands the company repair the women's bathroom at K7 in Plant 4.	Repairs to the K5 WRR are currently underway with plans to complete in 2023. This WRR is also in the capital refurbishment plan for 2024.	Agreed	Skilled
293	Amended Text: The Union demands an employee restroom be installed in the VET building. Original Text: The Union demands the company put the bathroom back in the Test Department that was removed a few years ago. There are too many people in the department now for just one bathroom.	The Company will modify the current suites in the VEET to accommodate utilization of the existing restrooms by employee's working in the VEET building.	Agreed	Skilled

*Frank Russo 1/4/2024*

*Sup. [Signature] 1/4/2024*

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*[Signature] 1/4/24*  
*Mark Carter 1/4/2024*

298	The Union demands more turnstiles for Plant 14.	Turnstile already purchased and received and will be installed by end of year 2023.	Agreed	Skilled
302	The Union demands hot food - Speedway has two (2) cafeterias with hot food. Plant 17 has vending machines - no sandwiches only candy and junk food. Plant 17 demands cafeteria style food or truck (food on wheels) to bring a variety of foods.	The Company intends to add a Micro Market at Plant 17 in late 2024 or early 2025.	Agreed	Skilled
303	The Union demands the company remodel break malls and have vending machines that actually work. (Break malls with no mold or rodents.)	Vendor will audit and repair/replace all damaged vending machines by the end of Q1 2024. All break malls will be audited for environmental issues, electrical and mechanical issues, damaged or worn surfaces, damaged appliances, and damaged furnishings by the end Q1 2024. The results of this audit will be provided to the Union, and all deficiencies will be corrected by the end of Q2 2024.	Agreed	Skilled
304	The Union demands the company update the Plant 14 Greenhouse Break mall.	Interim provisions have been put in place effective Sept 2023. AHU to be replaced by end of Q2 2024 based on historical lead time on unit. LED lighting to be installed by end of Q1 2024. Minor refresh planned in Q4 2024.	Agreed	Skilled

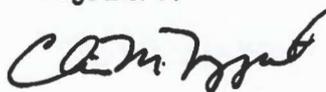
Frank Rossa 1/4/2024

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7/2/24

308	The Union demands working cameras in the parking lot that are good quality. They should be looked at promptly after a theft or break in and given to police.	Security surveillance protocol and potential is in place at a strategic level throughout the campus. Our 5 year capital plan includes sustainment as well as additions aligned with priorities of Plant Security. Any issues should be immediately reported to Security for proper reporting and investigation.	Agreed	Skilled
315	The Union demands more locations to recycle gloves.	The Company currently provides reclamation lockers next to all vending machines for recycling. The Company will provide an additional two vending machines with reclamation lockers to the locations where management and the UAW agree.	Agreed	Skilled
316	The Union demands all mop stations be repaired.	Specific issues should be reported through a maximo request. Facilities will ensure that each mop station is a part of the My Facilities Audits process to proactively identify issues on a regular basis.	Agreed	Skilled
339	The Union demands all Union Board Cases are updated with digital displays that can be updated via network/cloud.	Management will evaluate the feasibility of this request and provide a proposal in 2024 based on scope of work discussions with UAW representative.	Agreed	Skilled
341	The Union demands hot water in all bathrooms and break malls.	The Company will evaluate hot water supply to restroom and break mall locations and provide results and a plan to address any deficiencies by Q1 2024. Work to be completed by Q3 2024.	Agreed	Skilled

Frank Ross 1/4/2024

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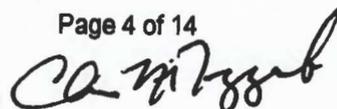
349	The Union demands that the heat and A/C for the Health and Safety Training classrooms and office area be separated from the computer repair room and thermostatic control be given to the trainers.	Management will evaluate any concerns over temperature control and will provide the results and action plan for temperatures to control within temp guideline by Q2 2024. Like Demands: 349, 371	Agreed	Skilled
352	The Union demands that roof vents site wide be repaired or replaced so that they are fully functional and can be opened and closed from the shop floor as needed.	Management will review all roof vents and develop plan to repair/replace any that are essential.	Agreed	Skilled
359	The Union demands an 80" or larger monitor with clickshare capabilities for Health and Safety classroom 2.	Management will evaluate the Health & Safety classroom space and ensure a monitor of proper size and connectivity is available by Q2 2024.	Agreed	Skilled
363	The Union demands new carpet for the Health and Safety training office area.	Plan to install new carpet in the Health & Safety training office area in 2024.	Agreed	Skilled
366	The Union demands two (2) new metal tables for the Health and Safety lab training area to facilitate hands-on training.	The company agrees to purchase two metal tables using the H&S Fund within 90 days of ratification.	Agreed	Skilled
373	The Union demands new lines be painted in the Health and Safety lab training area.	This work is complete.	Agreed	Skilled
378	The Union demands putting electric welders on flatbeds. All gas machines should be for outdoor use or well ventilated areas only. Electricians install drops to power machines at columns. This is a safety issue.	The company has portable LEV units for cutting and welding. The company will investigate the opportunity to utilize 110V units where feasible.	Agreed	H&S

Frank Rossa 1/4/2024

Greg 2/1/2024

 1/4/24

 1/4/2024





381	The Union demands no outside contractor be allowed to use any chemical that is not approved for use by Bargaining Unit employees where Bargaining Unit employees may be exposed to fumes, vapor, odor, or otherwise contact such chemicals.	During the pre-contractor work meeting, as stated in the contractor safety manual and part of the contractors risk assessment, if there is potential for chemical exposure to Allison employees, control measures will be identified to control exposure. This will include ventilation and segregation controls.	Agreed	
382	The Union demands all outside contractors, vendors and workers must follow any and all safety guidelines and restrictions that Allison employees are held to. All outside equipment must have the same operating parameters and safety items installed.	This is already required through the contractor safety manual, and section XXI of Doc 7.	Agreed	H&S
383	The Union demands annually restriping and maintaining all pedestrian walk paths. Install and maintain working flashing red lights and large mirrors at all cross-traffic intersections.	An annual PM will be established to inspect and repaint aisle lines as necessary. Between annual inspections, deficiencies will be elevated to the PVSC, and a Maximo safety work order will be opened.	Agreed	H&S

Frank Rosta 1/4/2024

Jeff [Signature] 1/4/2024

Commitment

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Matt [Signature] 1/4/24

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384	The Union demands that no one be required to work in an area with dripping roof water.	The company will abide by OSHA 1910.22: "Walking-working surfaces are maintained free of hazards such as sharp or protruding objects, loose boards, corrosion, leaks, spills, snow, and ice. The employer must ensure: Hazardous conditions on walking-working surfaces are corrected or repaired before an employee uses the walking-working surface again."	Agreed	H&S
385	The Union demands vehicle parking for carts and flatbeds in/or around Central parts crib.	The PVSC will evaluate the need for parking and provide two parking spaces for the machine repair crib by 3Q of 2024.	Agreed	H&S
387	The Union demands no moving vehicles in high density areas, such as assembly, 15 minutes before and after a shift change.	Vehicle traffic will stop within 10 minutes before and 10 minutes after shift change in assembly areas and other high density areas identified by the Local Joint Health and Safety Committee.	Agreed	H&S
388	The Union demands more choices on boots besides Red Wings.	The company agrees to mutually identify and evaluate more choices for safety shoes and boots.	Agreed	H&S

Frank Ressa 1/4/2024

Mike [Signature] 1/4/2024

CA [Signature]

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Matt [Signature] 1/4/202

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389	The Union demands new hoists for 1472 Makinos. Current hoists only hold 2000 lbs. and several of the new 3040 fixtures are heavier than this. Some old ones as well. We either have to have Millwrights load the fixture or use 2 hoists, which is not safe. New hoists with a higher weight capacity would be very helpful. If they were powered, that would be even better.	Plant 14 currently has 12 production fixtures that exceed the 2000lb standard hoists in plant 14. All 12 fixtures are identified and weights are posted on each fixture. With 11 of the 12 being new processes and new part numbers to plant 14, there are action items already in place to mitigate the heavier weights of these fixtures. Action items include: outside engineering evaluations of the bridge systems, to upgrade or modify to accommodate the increased weights; relocation of parts to available capacity creating semi-permanent setups, meaning fixtures would only come off the machine in the event of an emergency; and future designs of fixtures are being reviewed and business cases are adjusted to insure weight capacities can be accommodated. In the event the plant will need to move these fixtures ahead of the planned action items, the plant will use Mobile cranes and an approved SOP will be posted as a part of this process.	Agreed	H&S
392	The Union demands a flatbed dedicated to Health and Safety for training.	The Company believes one has been provided.	Agreed	H&S
393	The Union demands that all deburr operations be done on a downdraft table or in a burr booth, and that Plant 12 Pistons and the Plant 6 Rotating Clutch (and any others that are identified) must install such equipment within 12 months.	The company will purchase a downdraft table for cell 2143. Any future production manual burring/grinding operations will be evaluated to determine if a downdraft booth or other local exhaust ventilation is needed.	Agreed	H&S

Frank Rossa 1/4/2024

Mike [Signature] 1/4/2024

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394	The Union demands that Health and Safety Representatives and the IH-Ergo Representative be provided access to all current standards applicable to ATI Health and Safety Policies (i.e., ANSI, NEC, ACGIH, NIOSH, etc ...).	The company will provide the current standards when requested.	Agreed	H&S
396	The Union demands that bargaining unit members of the Facilities organization install proper signage on all Transite and other ACM to comply with the ATI Asbestos Safety Audit Module #02.	The Company will install new standard asbestos signs on all sides, inside and outside, of exterior roof structures containing transite.	Agreed	H&S
398	The Union demands that when ATI has any safety related testing, inspections, or certifications done by outside vendors, the results of those tests, inspections, or certifications will immediately be made available to all members of the Health and Safety Committee.	Safety related testing, inspections and certifications will be made available to the LHSC upon request.	Agreed	H&S
402	The Union demands that any deviation from a standard work order (special instructions) must be accompanied by written instructions (an AVO, STA, or Workaround SOP) to detail the variances, identify any underlying or resulting risks of implementation, and mitigation measures (risk assessment).	This step is part of the work-around risk assessment.	Agreed	H&S
404	The Union demands that automatic dock locks be installed on all dock doors within 12 months.	Dock locks are installed at every dock at the facility.	Agreed	H&S

Frank Ross 1/4/2024  
 Greg [Signature] 1/4/2024

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405	The Union demands ceilings campus-wide, be cleaned and painted to stop the dripping of black goo that results from venting the washers into the plant.	Plant 12 is to install mist collectors on all washers. The other plants are being evaluated.	Agreed	H&S
406	The Union demands that all equipment with exhaust must have a dust or mist collector or be vented to the outside (no more exhausting inside the plant).	Specific issues of concern will be addressed and corrective action take as needed.	Agreed	H&S
407	The Union demands that prescription safety glasses with optional progressive lenses be provided by the Company twice per year at Company expense.	The Company agrees to include progressive lenses once per year.	Agreed	H&S
412	The Union demands that there be no weight limit for hiring or promoting anyone.	There is no such hiring or promotion standard. Only limitations are due to equipment specifications, and accomodation may be available.	Agreed	H&S
414	The Union demands "Fire Safety" classes for All Heat Treat Controlmen. Every two year certification.	The ATI Fire Department will consult with the LHSC in developing the training.	Agreed	H&S
415	The Union demands better training because of too many injuries, Ergo and Safety Training "job specific".	The Company provides initial ergonomics training during new employee orientation and a refresher training every 3 years.	Agreed	H&S
417	The Union demands English and foreign language classes to be offered at no cost through Rosetta Stone to all hourly employees.	The Joint Training Committee will review the needs for foreign language classes and will establish recommendations to the Network Quality Council.	Agreed	Joint Programs

Frank Rossa 1/4/2024  
 Deep L 1/4/2024

Chris Jyzel

*[Signature]* 1/4/24  
*[Signature]* 1/4/20

418	The Union demands that management fully support the training center with dedicated counterparts such as engineers, operations personnel, and Mechanical engineers for effective communication and program development.	Management will endeavor to fully support or acquire needed support for the training center.	Agreed	Joint Programs
419	The Union demands the company update the JTC Multimedia Lab to include a 4k 220" LED video wall display for videography and photography production.	Management will evaluate the JTC Multimedia Lab room space and ensure a monitor of proper size and connectivity is available.	Agreed	Joint Programs
426	The Union demands they must stop anyone (management) access to block parts in the DMR status. Only hourly inspectors, auditors, QAR and QAS should perform this job duty.	The Company will continue to comply with Paragraph 215.	Agreed	Joint Programs
427	The Union demands personnel and burden carriers be assigned to the UAW/Allison joint training center to help with the efficiency of operations.	The company has plenty of burden carriers that can be utilized. The JTC can put a request in to management to schedule a carrier based on needs.	Agreed	Joint Programs
428	The Union demands All FMS joint training center trainers to be included in all new machine purchase runoffs for training purposes.	The company will inform joint training team of upcoming new machine run offs.	Agreed	Joint Programs
430	The Union demands management send members to joint program committees vested with sufficient authority to make decisions for their party with minimal need of oversight or need to seek approval of their superiors.	The Company will assign appropriate Joint Program Committee members, or their designees.	Agreed	Joint Programs

Frank Rossa 1/4/2024

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435	The Union demands all Appointed Quality Assurance Representatives and Quality Assurance Specialists be issued Photo Pass.	There is a current process in place to request a photo pass.	Agreed	Joint Programs
580	The Union demands adequate supervision with backgrounds in related Trades should be assigned for better work environment and supervision/hourly relations.	The Company will continue to abide by Doc 85.	Agreed	Skilled
588	The Union demands management purchase new saws for the fabrication shop in Plants 3 and 12 and maintain all equipment properly to ensure the efficient and competitive performance of work.	Company agrees to purchase 2 autofeed bandsaws and additional capital not to exceed \$30K per year for next 5 years. Equipment request to be reviewed as part of the ATI/UAW Skilled Trades and Apprentice Committee per revision on Paragraph 122.	Agreed	Skilled
589	The Union demands management maintains an inventory of loaner fork trucks, flat beds, and other rolling stock to include work tricycles.	The rollingstock garage already does maintain a loaner fleet as necessary.	Agreed	Skilled
613	The Union demands apprentices receive a rolling tool cart with both top and bottom sections upon entry.	The Company agrees to provide a rolling toolbox with top to all new apprentices.	Agreed	Skilled
617	The Union demands annual inspections by ATI Millwrights of all conveyors loaded by fork trucks.	The Company will evaluate the current PM plans versus this request and review the results at an appropriate joint meeting.	Agreed	Skilled

1/4/2024 Frank Rossa  
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Page 11 of 14

1/4/2024  
 1/4/2024

620	The Union demands that an emergency backup plan be developed for Metasys if IS&S schedules a shutdown or if an outage occurs. (A generator backed up alternate server to be maintained by bargaining unit personnel.)	The emergency plan is regularly evaluated and maintained.	Agreed	Skilled
621	The Union demands that ALL manipulators and ALL attachments be put on a monthly safety P.M. schedule throughout Allison Transmission, Inc.	The Company will ensure all manipulators and attachments are on a proper safety PM plan.	Agreed	Skilled
622	The Union demands that a new Steam Jenny be purchased for Plant 12 to be used for the purpose of deep cleaning washers.	The machine deep clean schedule is in effect as part of operational excellence and consistent with Demand Settlement #200.	Agreed	Skilled
624	The Union demands that no Engineer be called out to any machine or assembly line prior to Trades being afforded the opportunity to trouble shoot.	The Company places primary reliance on utilizing skilled trades personnel on trouble shooting equipment; however, there are circumstances under which additional personnel or evaluation may be required.	Agreed	Skilled
643	The Union demands employees be sent to or provided adequate training for new equipment and machines related to their departments and trades, or refresher courses and training for new industry standards. External training should be available for any and all equipment to be brought into Allison that is to be repaired and/or serviced.	Management is committed to training employees, including Skilled Trades, on new equipment and machines related to their departments and trades.	Agreed	Joint Programs

Frank Rossa 1/4/2024

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A.F.H

644	The Union demands all pipefitters are given training and the opportunity to be certified for backflow services.	The Company has previously offered the opportunity for PF and SE to be backflow certified and trained all interested. The Company will continue to ensure the count of certified employees is sufficient.	Agreed	Joint Programs
648	The Union demands a comprehensive trouble shooting oriented class for Siemens Controls for Service Electricians.	There is a training program that already exists for this topic and many ATI electricians have attended. The Company will continue to train employees as needed.	Agreed	Joint Programs
649	The Union demands thorough training on new company assets for Skilled Trades before the asset is put into production. Too many times we are expected to troubleshoot a new machine on which we have not received training.	New equipment training is specified in SPEC-AT-Training and includes training for skilled trades.	Agreed	Joint Programs
652	The Union demands a schedule for the Apprenticeship Program testing and completed dates.	The Company supports the ATI-UAW Apprenticeship Committee in managing the Apprenticeship testing program.	Agreed	Joint Programs
653	The Union demands adding Job Classification for OJT Trainers in all FMS departments in Plants 4, 6 and 12. (Specified Trainer must be trained and verified) Training Certification.	The Company is evaluating, through the training strategy and joint programs subcommittee discussions, the potential for training trainers by department. The Parties are committed to operational excellence, and a key part is cross training and building skill sets for all employees.	Agreed	Joint Programs

Frank Rossa 1/4/2024  
 Hugh L... 1/4/2024  
 [Signature]

[Signature] 1/4/24  
 [Signature] 1/4/24

AFS

668	The Union demands bay locations be marked with reflective media wherever possible on the roof. [Converted H&S Proposal #19]	Bay locations will be identified on exterior structures of the roof by Q4 of 2025.	Agreed	H&S
671	The Union demands Plant 17 (warehouse) fork truck licenses be restricted to that site. 393s will require a refresher when returning to the main campus. [Converted H&S Proposal #28]	When a 393b transfers to main campus as a 392b, the newly transferred 392 will be required to go through a refresher fork truck course.	Agreed	H&S
675	The Union demands a PIV be dedicated to the IH/Ergo/H&S Representatives. [Converted H&S Proposal #32]	One flatbed will be allocated to the LHSC by the end of Q4 of 2024.	Agreed	H&S

*Frank Rassa 1/4/2024*  
*Meg LA 1/4/2024*  
*Conry*

  
*1/4/24*  
  
*1/4/2024*

*CF*

## SETTLED DEMANDS OPERATIONS/PRODUCTION

Demand No.	Demand text	Company Response	Status
465	The Union demands that no Manufacturing Support person be assigned to any job other than Manufacturing Support.	It is Management's intent, consistent with the language of Doc. No. 92, that Manufacturing Support personnel will provide janitorial/housekeeping services and support manufacturing and assembly.	Agreed
496	The Union demands Jobsetters be classified as skilled trades.	There are distinctions between the Jobsetter and Skilled Trades positions that necessitate different classifications. Skilled Trades requirements are currently based on a selection procedure, which is not strictly based on seniority, testing, evaluations, classes, and completion of thousand of hours of training. The Jobsetter requirements do not necessitate a similar level of training and preparation. The Jobsetters are valued within the Company and are compensated accordingly.	Agreed
499	The Union demands Manufacturing Support stop doing the oilers' jobs.	It is Management's intent, consistent with the language of Doc. No. 92, that Manufacturing Support personnel will provide janitorial/housekeeping services and support manufacturing and assembly.	Agreed
504	The Union demands Group Leaders in assembly need a specific job description and should not be on the line more than four (4) hours.	It is not Management's intention to place an assembly group leader on the line for an extended period of time; however, circumstances arise, such as absenteeism or others, that require a group leader to support the line for as long as needed. Any ongoing issues will be addressed by the Chairperson of the Shop Committee and Labor Relations.	Agreed
508	The Union demands a Housekeeper in every department doing housekeeping.	It is Management's intent, consistent with the language of Doc. No. 92, that Manufacturing Support personnel will provide janitorial/housekeeping services and support manufacturing and assembly.	Agreed
518	The Union demands the Jobsetter classification become a Skilled Trade.	There are distinctions between the Jobsetter and Skilled Trades positions that necessitate different classifications. Skilled Trades requirements are currently based on a selection procedure, which is not strictly based on seniority, testing, evaluations, classes, and completion of thousand of hours of training. The Jobsetter requirements do not necessitate a similar level of training and preparation. The Jobsetters are valued within the Company and are compensated accordingly.	Agreed
521	The Union demands overtime grievances for each department. Management must ask department personnel before bringing in help from another department or shift.	The Company is aligned with the goal of placing the appropriately skilled and trained individuals into job assignments. For pre-planned absences, the Company will attempt to augment key positions, such as Jobsetters and group leaders, daily.	Agreed
527	The Union demands elimination of the 16 hour overtime spread. It is an unfair procedure, as a foreperson can continually skip a person for overtime hours.	The spread does not allow management to continually skip a person as current language requires those inside the spread to be asked before those outside the spread are asked to work extra time.	Agreed
533	The Union demands "topping off oil" be removed from Doc. 92.	It is Management's intent, consistent with the language of Doc. No. 92, that Manufacturing Support personnel will provide janitorial/housekeeping services and support manufacturing and assembly.	Agreed
552	The Union demands that all departments be assigned a full time Manufacturing Support employee.	The Company will determine the appropriate assignment of personnel. Incomplete departmental housekeeping tasks may be reported to the appropriate supervisor. It is Management's intent, consistent with the language of Doc. No. 92, that Manufacturing Support personnel will provide janitorial/housekeeping services and support manufacturing and assembly.	Agreed
560	The Union demands the return of dedicated departmental housekeepers.	The Company will determine the appropriate assignment of personnel. Incomplete departmental housekeeping tasks may be reported to the appropriate supervisor. It is Management's intent, consistent with the language of Doc. No. 92, that Manufacturing Support personnel will provide janitorial/housekeeping services and support manufacturing and assembly.	Agreed

*Mark Lente* 12/14/2023

*Gie East*  
12/14/2023  
*Jim RA*  
12/14/2023  
Millen Transmission Confidential: Business Use Only  
*Chris...*

561	<p>The Union demands for Plant 4 9F05 Valve Cell 9127</p> <p>Valves would benefit with the purchase of a Hummel gage like Plant 6 has. Currently the job setter goes to Plant 6 to use their Hummel gage at each change over to the Grinder in Plant 4. The Hummel gage report has to be displayed on the clipboard with our Laser Mike readings.</p> <p>Presently we use a Laser Mike and an Optical comparator to get our X and Z dimensions on each of our parts. We run a part to Laser Mike gage, get each Dim and write it down. If it's out of spec, we make the offset run another part and gage again. Once done with the X Dims on the Laser Mike, we move to the Optical comparator to get the Z dims. If they are off, we repeat the process till we get a good part. Currently we are writing each Dim on our Allison Transmission Quality Data Sheet for each part number run for the day. At the start of shift, a B2. 1 sheet for X checks and 1 sheet for Z checks. Below is the number of Dims we write each day per part number. If they are Dims we write even more.</p> <p>Lathes: Grinder:  7602 ~ 16 dims written 7602 ~ 2  7603 ~ 24 dims written 7603 ~ 4  7716 ~ 40 dims written 7716 ~ 8  7719 ~ 40 dims written 7719 ~ 8</p> <p>We hand write 120 readings on QDS sheets. As of now, we have 1 lathe down. It's been down for months. Once it's up and running, depending on the part, it will add one of the above gages checks to the total.</p> <p>A Hummel gage would check each one of these parts in a matter of seconds - both the X and Z dims on one gage vs. it takes us minutes using 2 gages in order to get the lathes up and running. Plus, our Jobsetters would no longer need to go down to Plant 6 to use theirs in the same kind of Cell as 9127.</p>	<p>The Company appreciates and has evaluated this thorough request. The addition of the Hummel gauge would cost approximately \$136,000. This significant investment will be reviewed and prioritized in the 2024 capital planning process.</p>	Agreed
519	<p>The Union demands management will not loan an employee out of a department on straight time and then cover the vacancy created by the loan with overtime.</p>	<p>Management is aligned with the goals of achieving the proper headcount levels in each department, including appropriate VR levels of approximately 10%, where applicable, to account for vacation and absenteeism. Placing an individual in an open position based on straight time or overtime may negatively impact the ability to place the appropriate individual based on skillset to ensure a safe and quality-focused operation.</p>	Agreed
530	<p>The Union demands no forced loan out if work is available in the employee's own department.</p>	<p>Management is aligned with the goals of achieving the proper headcount levels in each department, including appropriate VR levels of approximately 10%, where applicable, to account for vacation and absenteeism. Placing an individual in an open position based on straight time or overtime may negatively impact the ability to place the appropriate individual based on skillset to ensure a safe and quality-focused operation.</p>	Agreed

*Matthew Carter 12/14/2023*

*Eric Gott 12/14/2023*  
*Steve L 12/14/2023*

*Ch M 12/14/23*

Demand No.	Demand text	Company Response	Status
310	The Union demands that all equipment be thoroughly cleaned at least once a year, which includes, but not limited to removal of chip build up.	The machine deep clean schedule is in effect as part of operational excellence and consistent with Demand Settlement #200.	Agreed
409	The Union demands working scrubbers and suck tanks in every department.	The Company will maintain current levels and continue to invest in scrubbers and suck tanks as necessary. The Company will also continue to improve training of scrubber and suck tank users to ensure longevity of equipment. Please issue a Maximo work order for repairs.	Agreed
413	The Union demands that 18 new pump-out tanks be purchased for all Fab Dept. Division wide.	The Company will maintain current levels and continue to invest in scrubbers and suck tanks as necessary. The Company will also continue to improve training of scrubber and suck tank users to ensure longevity of equipment. Please issue a Maximo work order for repairs.	Agreed
469	The Union demands that Management utilize proper plant classification before using employees from another plant at all times.	The Company is aligned with the goal of placing the appropriately skilled and trained individuals into job assignments. For pre-planned absences, the Company will attempt to augment key positions, such as jobsetters and group leaders, daily.	Agreed
473	The Union demands that Augmentation Agreement for all plants/all shifts (Trades/Production).	The Company is aligned with the goal of placing the appropriately skilled and trained individuals into job assignments. For pre-planned absences, the Company will attempt to augment key positions, such as jobsetters and group leaders, daily.	Agreed
486	The Union demands vacation allotments be done in January, not February.	Tentative agreement	Agreed
488	The Union demands straight eight hour shifts when three shifts are running.	Management agrees that there are situations in which straight 8 hour shifts make sense; however, Management must determine appropriate production shifts to meet customer demands and operate efficiently under applicable circumstances.	Agreed
489	The Union demands all jobs have description of job duties.	Management has provided job descriptions by classification to Union leadership.	Agreed
490	The Union demands transfers take precedence over management moves.	Management agrees that transfers are important to the employees; however, Management must be able to determine priority of placement based upon plant needs, training needs, and headcount levels.	Agreed
491	The Union demands the Group Leader job should be a classification.	The Company recognizes the importance of the Group Leader positions and, in light of that recognition, Group Leaders receive a merit increase in pay.	Agreed
495	The Union demands mandated Saturdays be straight 8 hours (5:00 am -1:00 pm).	Management agrees that there are situations in which straight 8 hour shifts make sense; however, Management must determine appropriate production shifts and start and stop times to meet customer demands and operate efficiently under applicable circumstances.	Agreed

Math Cut 11/7/2023

Eric Gott 11/7/2023

Mike A 12/14/2023

Clare M. 12/14/23

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Demand No.	Demand text	Company Response	Status
496	The Union demands Jobsetters be classified as skilled trades.	There are distinctions between the Jobsetter and Skilled Trades positions that necessitate different classifications. Skilled Trades requirements are currently based on a selection procedure, which is not strictly based on seniority, testing, evaluations, classes, and completion of thousand of hours of training. The Jobsetter requirements do not necessitate a similar level of training and preparation. The Jobsetters are valued within the Company and are compensated accordingly.	Agreed
497	The Union demands weekly rate hit bonuses.	There are current hourly production rates that are expected to be achieved within all operations, which are developed in accordance with Paragraphs 78 and 79. The compensation package is inclusive of achievement of expected production rates.	Agreed
501	The Union demands the company post job openings on UAW CAS weekly.	The Company is committed to posting job openings on UAW CAS. The Parties will have further discussion on viable options following ratification of the CBA agreement.	Agreed
507	The Union demands more vacation hours based on forced overtime.	The Company currently provides multiple vacation days based upon seniority, in addition to flexible holidays and paid holidays. Employees also receive premium pay and shift premiums related to overtime work.	Agreed
510	The Union demands a two (2) month probation period.	The 90-day probationary period is important to evaluate a new employee's performance and dedication to their new career. The Company will continue to apply the 90 day probationary period provided in Paragraphs 56 and 57.	Agreed
513	The Union demands the elimination of forced "build ahead for the next shift" in the H.T. area. Aside from the extra work load, this is very taxing on the body over time and subjects Controlman to physical injuries.	The Company expects each shift within the H.T. area to build up it's own loads. Only if an emergency were to occur, would the Company expect the Controlman to build for a shift that he/she are not working on. Any ongoing issues will be addressed by the Chairperson of the Shop Committee and Labor Relations.	Agreed
517	The Union demands any write up needs to be submitted by management no more than seven (7) days from the alleged incident or it will be dismissed with prejudice.	Management will continue to act with diligence and appropriately investigate incidents potentially leading to discipline.	Agreed
518	The Union demands the Jobsetter classification become a Skilled Trade.	There are distinctions between the Jobsetter and Skilled Trades positions that necessitate different classifications. Skilled Trades requirements are currently based on a selection procedure, which is not strictly based on seniority, testing, evaluations, classes, and completion of thousand of hours of training. The Jobsetter requirements do not necessitate a similar level of training and preparation. The Jobsetters are valued within the Company and are compensated accordingly.	Agreed
520	The Union demands no blocking out Fridays and Mondays if fewer than three (3) people have requested off.	If issues arise where vacation has been denied without effort to accommodate, the issue may be raised to Labor Relations.	Agreed

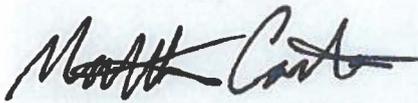
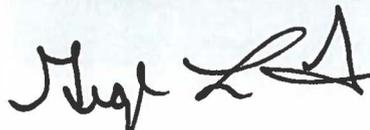
*Mark Galt 11/7/2023*  
*Shel L A 12/14/2023*

*Eric Galt 11/17/2023*

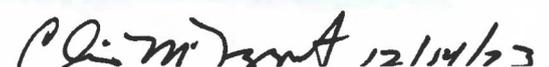
*Cliff M. Trent 12/14/23*

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Demand No.	Demand text	Company Response	Status
521	The Union demands overtime grievances for each department. Management must ask department personnel before bringing in help from another department or shift.	The Company is aligned with the goal of placing the appropriately skilled and trained individuals into job assignments. For pre-planned absences, the Company will attempt to augment key positions, such as jobsetters and group leaders, daily.	Agreed
522	The Union demands work times be staggered. It's too hard to get a parking spot when you arrive	A sufficient number of parking spots are available for employees.	Agreed
524	The Union demands Coleman buggies for all Heat Treat in Plants 4, 6, 12 and 14 to transport gears, shafts to the labs and other plants.	The Company will review this need with the Heat Treat Control employees and monitor usage of the current number of buggies/bikes.	Agreed
525	The Union demands better routes for Truck Drivers and more help. More machines are added in Plant 12, but not more Drivers.	Documented route assignments are in place for truck drivers. With the addition and rearrangement of machines in Plant 12, the Company will update its evaluation of the STS to confirm proper staffing of assigned routes.	Agreed
527	The Union demands elimination of the 16 hour overtime spread. It is an unfair procedure, as a foreperson can continually skip a person for overtime hours.	The spread does not allow management to continually skip a person as current language requires those inside the spread to be asked before those outside the spread are asked to work extra time.	Agreed
528	The Union demands no direct orders to stagger breaks between two operators in a cell.	The Company must determine the appropriate production schedule to meet customer demands and respond to situations that would otherwise result in downtime, including late arrivals of parts and down equipment.	Agreed
529	The Union demands Pickers have a Group or Team Lead paid as such on each shift.	Current Pickers staffing and job responsibilities do not currently necessitate a group leader; however, as staffing levels and business needs change, the addition of a group leader into the department may be evaluated. There currently is an appointed individual assigned to training for the group.	Agreed
535	The Union demands each Plant Director conduct a detailed monthly audit of a production area with appropriate Zone Committeeperson to include quality, training and safety.	Management is open to scheduling time with the zone committeeperson to discuss key operational topics. For example, the monthly safety observation tour with the Local Chairperson and company leadership.	Agreed
536	The Union demands elimination of Heat Treat Controlmen being used as Truck Drivers to deliver parts between plants and/or being forced to deliver parts outside their designated H.T. area. Further, the elimination of H.T. Controlmen being used to move alloy, skids or any material not production ready for heat treat. (Skilled Trades work)	The Company recognizes that the movement of this material is primarily the work of Material Services Technicians; however, in the rare event that Material Services Technicians are unavailable, the Company may assign Heat Treat Controlpersons to move the material.	Agreed
537	The Union demands Plant 14 high bay storage be its own equalization group. This job requires going 40-50 ft. on a lift truck. This exceeds normal MST duties and employees should know this and not be forced to perform that job in a normal MST rotation.	There is no current need to create a separate equalization group for the high bay work. The Company will continue to provide thorough training for individuals who may be requested to work in the high bay and will ensure the work can be performed safely. The Company, in conjunction with the Joint Placement Team, will evaluate viable options to reflect the requirement of these positions to work at heights in or with the transfer application.	Agreed

 11/7/2023  
 12/14/2023

 11/7/2023  
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 12/14/23

Demand No.	Demand text	Company Response	Status
538	The Union demands that open positions be posted by or near seniority boards in all plants. Example: Central Crib opening or Gage Room MR opening.	The Company is committed to posting job openings as feasible. The Parties will have further discussion on viable options following ratification of the CBA agreement.	Agreed
540	The Union demands if furnaces are above 600° or a Nitrex is running, one (1) to two (2) Heat Treat Controlmen should be overseeing the furnaces or Nitrex. (LDS #18 2008)	Management is aligned with adhering to previous demand settlement #18 from 2008.	Agreed
541	The Union demands to re-establish additional classifications to better define duties and stop unnecessary cross training and job responsibilities.	The Company is evaluating, through the training strategy and Joint programs subcommittee discussions, the potential for training trainers by department. The Parties are committed to operational excellence, and a key part is cross training and building skill sets for all employees. The Company must determine the appropriate production schedule to meet customer demands and respond to situations that would otherwise result in downtime, including late arrivals of parts and down equipment. The Company significantly invests in machines, such as constraint machines with automation, to ensure proper buffer levels to support assembly lines. Those machines must, and are designed to, run through break times.	Agreed
542	The Union demands to stop running production machines during lunch.	Management will continue to determine the appropriate staffing levels and manufacturing processes to ensure a safe and efficient operation, consistent with Paragraphs 78 and 79. With regard to the Group Leader position, the Company will continue to follow Paragraph 59 with regard to seniority and Paragraph 63e.	Agreed
544	The Union demands that any time an adjustment is made to walk path, management and the union MUST conduct a new time study.	With regard to quality inspectors, the Company continues to utilize groups like MS Sorting to inspect supplied materials, as the services of such groups are provided and paid for by the suppliers. Management is aligned with the goals of achieving the proper headcount levels and adhering to the guidelines of Demand Settlement #214, as applicable, in each department to account for vacation and absenteeism.	Agreed
546	The Union demands a Group Leader classification implemented by skill and seniority. Inspectors added to quality departments, since we are paying MS Sorting Companies to inspect quality into supplied material.	The machine deep clean schedule is in effect as part of operational excellence and consistent with Demand Settlement #200.	Agreed
548	The Union demands compliance with Demand Settlement #214 of the 2008 Agreement to maintain vacation replacement personnel.	Management will determine the appropriate staffing levels to maintain a safe and efficient work environment.	Agreed
549	The Union demands the return to the Machine Deep Clean schedule (per the ATI Sanitation Audit Module #35 and Demand Settlement #200 of the 2008 Agreement).	The Company is aligned with the goal of placing the appropriately skilled and trained individuals into job assignments. For pre-planned absences, the Company will attempt to augment key positions, such as jobsetters and group leaders, daily.	Agreed
550	The Union demands that all assembly areas in ATI rotate every 2 hours.		
553	The Union demands that the Production Augmentation Agreement be expanded to 7 days a week.		

*Mark Cat* 11/7/2023

*Eric Gott* 11/7/2023

*Step X-1* 12/14/2023

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*Re. Mitchell* 12/11/23

Demand No.	Demand text	Company Response	Status
554	The Union demands when applying for a transfer that only the designated department options will be noted for the specific classification along with the description.	Management believes that departmental designations may be added to UAW CAS. Management, in conjunction with the Joint Placement Team, will work to implement the changes, if feasible.	Agreed
555	The Union demands that Plant 12 Test Stand be deep cleaned and placed on a proper cleaning schedule	The machine deep clean schedule is in effect as part of operational excellence and consistent with Demand Settlement #200.	Agreed
558	The Union demands split plants 3, 4, 6 up on transfer and shift moves.	Tentative agreement	Agreed
632	The Union demands dedicated floor scrubbers for each department with PMs to be completed by bargaining unit garage mechanics.	The Company will maintain current levels and continue to invest in scrubbers and suck tanks as necessary. The Company will also continue to improve training of scrubber and suck tank users to ensure longevity of equipment. Please Issue a Maximo work order for repairs.	Agreed
653	The Union demands adding Job Classification for OJT Trainers in all FMS departments in Plants 4, 6 and 12. (Specified Trainer must be trained and verified) Training Certification.	The Company is evaluating, through the training strategy and joint programs subcommittee discussions, the potential for training trainers by department. The Parties are committed to operational excellence, and a key part is cross training and building skill sets for all employees.	Agreed
654	The Union demands the creation of a Structured OJT (On the Job Trainer) Classification in every Department, in every Plant with validated qualifications.	The Company is evaluating, through the training strategy and joint programs subcommittee discussions, the potential for training trainers by department. The Parties are committed to operational excellence, and a key part is cross training and building skill sets for all employees.	Agreed

*Matthew Cook* 11/7/2023

*Eric Gott* 11/7/2023

*Greg L...* 12/14/2023

*Chris T...* 12/3/2023

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

The following will be added to the final print of the wage schedule:

The employees in classifications formerly on Schedule E, who are in year 2-3 at the time of ratification will go to Top Rate upon completion of their third year in progression.

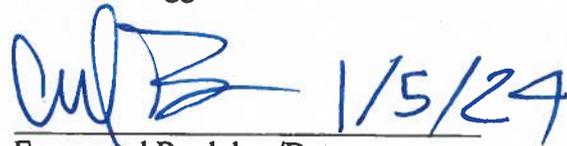
 <sup>NE</sup> 1-5-24  
George Freeman/Date

 1/5/24  
Doug Bolton/Date

 1-5-24  
Nathaniel Charny/Date

 1-5-24  
Chris McTaggart/Date

 1/5/2024  
Matthew Carter/Date

 1/5/24  
Emmanuel Boulukos/Date

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

DEMAND	RESPONSE
The Union demands split plants 3, 4, 6 up on <del>transfer and</del> shift moves.	Revise paragraph (75b)(a):  (a) For purposes of this Agreement, Plants 3, 4, and 6, are one preference group.  <u>(1) The above section (a) applies only to employees in Skilled Trades classifications. For employees in Production classifications, each Plant is its own preference group.</u>

George Freeman 1-5-2024

George Freeman/Date

Chris McTaggart 1-5-24

Chris McTaggart/Date

Nathaniel K Charny 1-5-2024

Nathaniel Charny/Date

Emmanuel Boulukos 1/5/24

Emmanuel Boulukos/Date

Matthew Carter 1/5/24

Matthew Carter/Date

P.P. Emmanuel Boulukos

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

The parties agree that the requirement to wear foot protection (slip-resistant, steel or composite toed shoes) pursuant to Doc. No. 7 of this Agreement will go into effect on May 1, 2024.

/s/ George Freeman /NKC 1-5-2024

George Freeman/Date

Chris McTaggart 1-5-24

Chris McTaggart/Date

Nathaniel K Charny 1-5-2024

Nathaniel Charny/Date

Emmanuel Boulukos 1/5/24

Emmanuel Boulukos/Date

Matthew Carter 1/5/24

Matthew Carter/Date

P.P. Carter

ALLISON TRANSMISSION INC.

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE  
AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, BY  
AND THROUGH UAW LOCAL UNION 933

TENTATIVE AGREEMENTS

Revise Schedule F:

Schedule F

**Holiday Pay**

Employees shall be paid for specified holidays and the holidays in each of the identified Christmas Holiday periods:

2018	
January 1	New Year's Day
January 15	Martin Luther King, Jr. Day
May 28	Memorial Day
July 4	Independence Day
September 3	Labor Day
November 22	Thanksgiving Day
November 23	Day after Thanksgiving
December 24	Christmas Holiday Period
December 25	
December 26	
December 27	
December 28	
December 31	New Year's Eve

202419	
January 1	New Year's Day
January 1521	Martin Luther King, Jr. Day
May 27	Memorial Day
June 19	Juneteenth
July 4	Independence Day
September 2	Labor Day
November 28	Thanksgiving Day
November 29	Day after Thanksgiving
December 23	Christmas Holiday Period
December 24	
December 25	
December 26	
December 27	
December 30	
December 31	New Year's Eve

20250	
January 1	New Year's Day
January 20	Martin Luther King, Jr. Day
May 265	Memorial Day
June 19	Juneteenth
July 43	Independence Day
September 17	Labor Day
November 276	Thanksgiving Day
November 287	Day after Thanksgiving
December 24	Christmas Holiday Period
December 25	
December 268	
December 29	
December 30	

20261	
January 1	New Year's Day
January 1918	Martin Luther King, Jr. Day
May 2531	Memorial Day
June 19	Juneteenth
July 35	Independence Day Observed
September 76	Labor Day
November 265	Thanksgiving Day
November 276	Day after Thanksgiving
December 24	Christmas Holiday Period
December 257	
December 28	
December 29	
December 30	

December 31	New Year's Eve	December 31	New Year's Eve
<del>2022</del>			
January <del>13</del>	New Year's Day <del>observed</del>		
January <del>18</del> <sup>17</sup>	Martin Luther King, Jr. Day		
May <del>31</del> <sup>0</sup>	Memorial Day		
June <del>18</del>	Juneteenth <del>observed</del>		
July <del>5</del> <sup>4</sup>	Independence Day <del>observed</del>		
September <del>6</del> <sup>5</sup>	Labor Day		
November <del>24</del>	Thanksgiving Day		
November <del>25</del>	Day after Thanksgiving		
December <del>26</del>	Christmas Holiday Period		
December <del>27</del>			
December <del>28</del>			
December <del>29</del>			
December <del>30</del>			

/s/ George Freeman /NKC 1-5-2024

George Freeman/Date

Chris McTaggart 1-5-24  
Chris McTaggart/Date

Nathaniel K Charny 1-5-2024

Nathaniel Charny/Date

Emmanuel Boulukos 1/5/24  
Emmanuel Boulukos/Date

Matthew Carter 1/5/24  
Matthew Carter/Date  
P.P. Emmanuel Boulukos