

**UAW LOCAL 2209**  
**5820 East 900 North**  
**(LAFAYETTE CENTER ROAD)**  
**P.O. BOX 579**  
**ROANOKE, INDIANA 46783**  
**(260) 672-2209**  
 Work Center - 673-2197/2538/2975

**BARGAINING COMMITTEE**  
**Shop Chairman – Rich LeTourneau**  
**First Shift**

Zone Committeeman– Dave Poor  
 Shop Committeeman – Joe Perry

**Second Shift**

Zone Committeeman– Steve Turner  
 Shop Committeeman – Chad Brumbaugh

**Third Shift**

Zone Committeeman– Chris Phillips  
 Shop Committeeman – Micheal Kellogg

**DISTRICT COMMITTEEPERSONS**

**FIRST SHIFT**

District	Area	Committeeperson	Alternate
1	Body/Paint/Paint Support/Trim (Boxline)	Joe Sphar	Teal George
2	Chassis/Trim (1,2, 5, 6 & Door Line)	Joe Perry	Linda Printz
3	Final /Final Process/Trim (3,4,Glass Cell & IP Line)	Jason Ratliff	Vincent Centrone
4	Skilled Trades//Material/Quality	Dave Hoover	Chad Rising

**SECOND SHIFT**

5	Body/Paint/Paint Support/Trim (Boxline)	Kevin Bartkowiak	Brian Hartman
6	Chassis/Trim (1,2, 5, 6 & Door Line)	Cody Stewart	Mario Smiley
7	Final /Final Process/Trim (3,4,Glass Cell & IP Line)	Jared Thiele	Eric Barmore
8	Skilled Trades//Material/Quality	Chad Brumbaugh	Chad Rising

**THIRD SHIFT**

9	Body/Paint/Paint Support/Trim (Boxline)	Mike Kellogg	Miguel Ortiz
10	Chassis/Trim (1,2, 5, 6 & Door Line)	Debra Chandler	Tony Depew
11	Final /Final Process/Trim (3,4,Glass Cell & IP Line)	John Stinson	Martin Sroka
12	Skilled Trades//Material/Quality	Shea Stinson	Randy Melzoni

## **EXECUTIVE BOARD**

President .....	Holli Murphy
Vice President .....	Jim Peters
Recording Secretary .....	Amy Houston
Financial Secretary-Treasurer .....	Shane Davis
Trustees .....	Melinda Ladd Amanda Meier David Bartkowiak
Sergeant-at-Arms .....	Manuel Anzaldua
Guide .....	SaVanna Murcko
Shop Chairperson.....	Richard LeTourneau
Zone Committeeperson .....	Dave Poor
Zone Committeeperson .....	Steve Turner
Zone Committeeperson .....	Chris Phillips

**UAW**  
**INTERNATIONAL**  
**APPOINTED REPRESENTATIVES**

Apprentice Chairman

Matt Sterk 673-2427

**Benefit Representatives**

First Shift

Jay Holleman 673-2339

Memory Wright 673-2540

Second Shift

Tom Athmann 673-2339

Retus Thomas 673-2540

Third Shift

Jessica Lund 673-2540

**Work & Family Programs**

First Shift

Marcia Milne 673-

2011/2951

Second Shift

Parker Winchester 673-

2011/2951

Third Shift

Robbie George 673-

2011/2951

## **Ergonomics**

### First Shift

Bob Kwandrans 673-2671

### Second Shift

Brant Driscoll 673-2671

### Third Shift

Chris Sawdey 673-2325

## **IH Coordinator**

Dylan LeTourneau 673-2671

## **Health & Safety**

### First Shift

Ben Barszcz 673-2178

### Second Shift

Santiago Martinez 673-2172

### Third Shift

Tim Scharich 673-2024

## **Manpower/ADAPT**

### First/Third Shift

Susan May 673-3099

### Second/Third Shift

Shawn Nevin 673-2193

## **Joint Activities Representative**

Joe Perez 673-2370

**GMS/Quality Representative**

Jim Johnston

673-2446

**Training Coordinator**

Joe Barker

673-2191

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## **INTRODUCTION**

These discussions have further developed a concept that requires mutual respect and recognizes that each party is dependent on the other and that people are Fort Wayne's most important resources. Management recognizes UAW Local 2209 as the exclusive representative of Division I and Division II employees for the purpose of collective bargaining at Fort Wayne Assembly, General Motors Vehicle Manufacturing. The parties agree that in the event issues arise which were not contemplated during these discussions, they will be jointly addressed in an expeditious manner.

The Union and Management recognize that Management cannot get along without employees any more than employees can get along without Management. Both are in the same business and the success of that business is vital to all concerned. This requires that both parties work together to the end that the quality and cost of the product will prove increasingly satisfactory and attractive to our customers so that the business will continue to be successful.

## **PREFACE**

General Motors Company, LLC, and the UAW recognize their respective responsibilities under federal, state and local laws relating to fair employment practices.

The Company and the Union recognize that moral principles are involved in the area of civil rights and have reaffirmed in their Collective Bargaining Agreement the commitment not to discriminate because of race, religion, color, age, sex, or national origin.

**MEMORANDUM OF  
UNDERSTANDING  
REGARDING AMERICANS WITH  
DISABILITIES ACT (ADA) OF 1990**

It is the mutual objective of both Management and the Union to treat fairly all employees with disabilities. In so doing, the parties recognize the requirements outlined in the Americans with Disabilities Act (ADA) of 1990 and are committed to comply with the Act.

**OPERATING PHILOSOPHY**

The Union and Management at Fort Wayne Assembly recognize the constant changes occurring in the global marketplace. We realize that these changes present immense challenges that require us to think and work together to promote safety, enhance customer quality and improve productivity as we strive for recognition to become the number one vehicle assembly plant in the world. Successfully meeting these challenges is the only way to increase the viability of Fort Wayne Assembly and to ensure the long term employment for our employees. In order to ensure that these challenges are met, both management and the local union are committed to the Fort Wayne Assembly philosophy which states:

- **P**eople are the most important part of Fort Wayne Assembly
- **E**veryone working together as a team to meet the challenges
- **O**pportunity for everyone to be involved

- Promoting respect for each other's values
- Letting everyone share in its success
- Employees proud of their work environment and product

During the course of these negotiations, the parties discussed ways to enhance Fort Wayne Assembly's competitive position in the marketplace with regard to Safety, People, Quality, Responsiveness, Cost and Environment (SPQRCE). We mutually recognize the Corporation's vision to be the world leader in transportation products and related services. We will earn our customer's enthusiasm through continuous improvements driven by integrity, team work and innovation of GM people. To that end, the parties are committed to act as one Company embracing stretch targets as we move with a sense of urgency to enhance customer and product focus.

Management and the local union are dedicated to the on-going implementation of all Principles and Elements of the General Motors Global Manufacturing System (GMS). Furthermore, the parties are steadfast in our commitment to operate at world class levels of safety, productivity (i.e. minutes per hour, value added work) and a commitment of continuous improvement to keep pace with or exceed industry benchmarks.

## **GM ANTI-HARASSMENT POLICY**

General Motors has had for many years a written and widely distributed policy on Equal Opportunity Employment, including the prohibition of sexual and other forms of harassment. Harassment based on age, race, color, sex, religion, national origin, disability, sexual orientation or gender identity/expression is a violation of this policy.

All employees are expected to deal fairly and honestly with one another to ensure a work environment free of intimidation and harassment. Abuse of the dignity of anyone, through ethnic, racist, religious or sexist slurs or through other derogatory or objectionable conduct is offensive and unacceptable employee behavior. This policy also prohibits unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.

All GM employees are entitled to a work environment in which words and actions do not have even the appearance of disrespect. Demeaning, disrespectful, or insensitive jokes, cartoons, pictures, and language (particularly if they relate to race, sex, age, ethnicity, religion, national origin, disability, sexual orientation or gender identity/expression) are inappropriate for the GM work environment. Likewise, lewd, vulgar, or profane gestures and unwanted touching may be offensive to people and may result in an uncomfortable or hostile work environment. These types of conduct will not be tolerated in the workplace. GM's facilities must be free of hostility resulting from sexually oriented and other prohibited behaviors. It is the responsibility of

management and each employee to maintain an environment free of disrespect and hostility.

As in the case of other unfair employment practices, if you believe you have been subjected to harassment that violates this policy, you may bring your concerns to the attention of your immediate Supervisor, Personnel Director, Equal Employment Opportunity Commission (EEOC) or Human Resources (HR) Representative, or you may utilize appropriate and existing internal complaint procedures. If you are a union-represented employee and would rather address your concerns with a Union Representative instead of with GM Management, that action is appropriate and understandable. However, such action will not necessarily result in notification to GM Management of your concern for appropriate corrective action.

**GM POLICY STATEMENT REGARDING  
DIVERSITY, EQUAL OPPORTUNITY,  
AFFIRMATIVE ACTION, NON-  
DISCRIMINATION, AND SEXUAL  
HARASSMENT**

At General Motors, differences are a source of the innovation and creativity which are essential to our success. It is important that we support and integrate the many voices of diversity and increase our understanding and appreciation for differences in life experiences, culture and beliefs. Consistent with our core values of teamwork, integrity and individual respect and responsibility, General Motors has a long-standing commitment to diversity, equal opportunity, affirmative action and non-discrimination. General Motors extends

opportunities to qualified applicants and employees on a nondiscriminatory basis.

Reasonable accommodation is made to the limitations of qualified individuals with disabilities or qualified disabled veterans, taking into account the needs of the business and financial costs.

GM's people philosophy includes an ongoing commitment to cultivate our diversity by creating and maintaining a workplace environment that naturally enables every team member to make the greatest contribution. This requires a workplace environment which is free of discrimination, hostility and physical or verbal harassment with respect to race, gender, color, national origin, religion, age, disability, sexual orientation, gender identity/expression, being a special disabled veteran or other covered veteran.

Sexual harassment, as in the case of harassment based on age, race, color, sexual orientation, gender identity/expression, religion or national origin, is a violation of GM policy. Harassment should be understood to mean a single incident or a pattern of behavior where the purpose, or the effect, is to create a hostile, offensive or intimidating workplace environment. Harassment may encompass a wide range of behaviors, which include, but are not limited to, derogatory comments that are gender-based, (inclusive of behavior directed at an individual's gender identity/expression), racial, religious, sexual, ethnic or disability based in nature. Harassment includes unwanted sexual advances and unwanted physical contact for any reason.

It is important for employees to report any incident in which they feel they have been the recipient of harassment or have concerns about equal opportunity, affirmative action, and discrimination. Concerns can be brought to the attention of the supervisor, leader, or the Human Resource representative for the workplace. Further, other appropriate and existing complaint procedures also can be utilized.

General Motors' policy adheres to all applicable federal, state and local laws and regulations. It is, however, every employee's responsibility to act in a manner which will create and maintain a workplace environment that supports diversity and is free from all discrimination and harassment. Leaders, in particular, are expected to prevent discrimination and harassment and to support GM's policy of diversity, equal opportunity and affirmative action. General Motors will not tolerate behavior that is inconsistent with this policy and will take appropriate action to prevent such behavior, up to and including termination.

To meet and exceed our customers' expectations, GM must have a skilled, capable, committed and enthusiastic workforce with a wide range of backgrounds and views. Living by this policy is the way we will be successful as the General Motors team.

## SETTLEMENT AGREEMENT

MEMORANDUM OF AGREEMENT entered into this 21st day of November 2022, between General Motors Vehicle Manufacturing – Fort Wayne Assembly of General Motors LLC, and Local 2209, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America.

### ISSUES ARE RESOLVED AS FOLLOWS:

1. This Agreement resolves all issues, grievances and disputes which were the subject of negotiations in the current contract negotiations. Resolution of all matters subject to these negotiations have been concluded.
2. This Agreement is subject to written notice of ratification by Local 2209 no later than October 21, 2022.
3. The effective date of this Agreement will be the Monday following the date on which Management receives written notice of ratification from the local Union.
4. The parties have completed the negotiations, for Division I and Division II, on the Local Seniority Agreement, Local Wage Agreement, Local Shift Preference Agreement, Paragraph 71 Record Procedures, Equalization Groups and Administrative Rules.

No provision of these agreements shall be superseded or changed by other than agreement between Management (Labor Relations) and the Shop Committee.



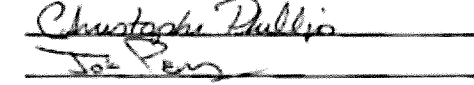

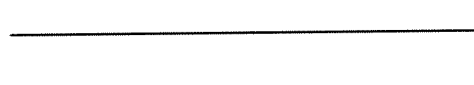






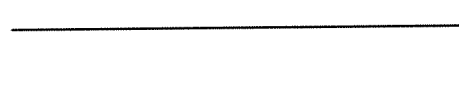
5. Written agreements between the parties not changed during the 2019 Local Negotiations that have a continuing effect, shall be honored by both parties to the extent they are applicable to circumstances arising under the terms of the new National Agreement.

In witness whereof, the parties have caused their names to be subscribed by their duly authorized representatives the day and year above written.

United Automobile,  
Aerospace, and Agricultural  
Implement Workers of  
America  
Local 2209

General Motors Vehicle  
Manufacturing  
Fort Wayne Assembly  
General Motors LL

UNION  
  
  
  
  


MANAGEMENT  
  
  
  
  


General Motors Department  
International Union  
United Automobile, Aerospace,  
and Agricultural Implement  
Workers of America

General Motors Vehicle  
Manufacturing  
HR/Labor Relations General  
Motors LL



**FORT WAYNE ASSEMBLY  
GENERAL MOTORS VEHICLE  
MANUFACTURING  
GENERAL MOTORS LLC  
LOCAL WAGE AGREEMENT**

This Agreement entered into this 21st day of November 2022, between the Local Management of the General Motors Vehicle Manufacturing, Fort Wayne Assembly, General Motors LLC, hereinafter referred to as Management, and the Shop Committee of Local No. 2209, UAW, hereinafter referred to as the Union.

The Wage schedule attached hereto and forming a part of this Agreement covers base rates only. The Cost of Living Allowance and the wage rate percentage paid to new hires shall be in accordance with applicable provisions of the GM-UAW National Agreement and shall be applied to the base rate for the level attained as specified in Section I of this wage agreement and are not included in the attached wage schedule.

It is understood and agreed that this Agreement is in full and complete compliance with Paragraph 100 of the GM-UAW National Agreement and the Memorandum of Understanding UAW-GM Wage and Benefit Agreement. This Agreement is subject to the approval of the Company and the International

Union, UAW. It is understood by both parties that if the Agreement as written is not approved, a new agreement will be negotiated in its entirety by Management and the Union subject to the approval of the Company and the International Union, UAW.

I. Division I Team Member Wage Rates:

- A. Traditional employees classified as Team Members will be trained on all jobs on their team in accordance with the JIT process.
- B. In-progression employees will be hired into other-than skilled classifications in accordance with the provisions of the MOU on Wage & Benefits Agreement in the 2019 National Agreement. They will be trained on all jobs on their team in accordance with the JIT.
- C. Menus
  - 1. Each team, in seniority order, shall develop its own group of operations identifying the first and second learned job for each operation. These groups of operations referred to as menus shall be structured such that the “different job” concept is utilized. These groups of operations shall be structured so as to be equitable to all employees and to

maximize the overall team operational coverage as far as practical.

2. These menus are not subject to change and employees will not exchange menus, unless such a change is necessitated by the addition or deletion of an operation, an engineering change or job rearrangement. The team is responsible to maintain accurate flexibility charts within the team in the Operation Board Binder. The flexibility charts will be maintained by the Team Leader. Flexibility charts will include the date operations are learned.

#### D. Temporary Rate Adjustment

In the event Management determines it is necessary to replace the Team Leader for a period of one (1.0) hour or more during a shift, the employee who performs this function will be compensated at the applicable rate. It is understood only one (1) employee per team will perform this function and receive the policy rate at any given time. However, in the event a Team Leader is not available when traveling on company business, attending a training class, or assigned to a special project, an employee who meets the criteria above will be paid the applicable policy rate.

## II. Replacement Operators

Employees performing the Replacement Operator function will be assigned to a team and be utilized plantwide to provide absenteeism coverage. In this regard, employees assigned to the Replacement Operator function shall be able to perform and remain proficient on all operations in their respective teams. Under normal operating conditions, Replacement Operators will replace absences in the following order:

- Excused (vacation, jury duty, bereavement, 109) absences in their team
- Excused (vacation, jury duty, bereavement, 109) absences in Group Leaders area
- Excused (vacation, jury duty, bereavement, 109) absences in the department
- Plant-wide

However, the parties recognize that there may be instances where reassignment is necessary, and in those situations, such assignments will not be arbitrary or for harassment purposes. In the event a mutually agreeable rotation system between replacement operators cannot be determined, Management will implement a system for rotation of Replacement Operators. This is not intended to restrict vacation committee guidelines for granting vacations. Such employees shall be paid in accordance with the provisions of this agreement.

Any employee “floating” for up to thirty (30) days due to a job elimination shall be day rated as a Replacement Operator.

### III. Leave of Absence Operators

Employees performing the Leave of Absence Operator function will be assigned to a team and be utilized plantwide to provide leave of absence coverage. In this regard, employees assigned to the leave of absence operator function shall be able to perform and remain proficient on all operations in their respective teams. Such employees shall be paid in accordance with the provisions of this agreement.

### IV. Paragraph 179 of the GM-UAW National Agreement

Employees who work pursuant to Paragraph 179 of the GM-UAW National Agreement will be paid the minimum rate of the respective classification to which they are assigned.

### V. Division II

Employees hired in Division II will be paid in accordance with the applicable provisions of the GM-UAW National Agreement and the attached wage schedule.

### VI. Team Leader Policy Rate

Each team will include only one Team Leader (see Team Leader Roles and Responsibilities in the Team Concept Agreement).

- A. Traditional employees designated as Team Leaders shall receive \$1.00 per hour over the current team member rate.
- B. In-progression Team Leaders shall receive \$1.00 per hour over the current In-progression rate.

#### VII. Replacement/Tag Operator Policy Rate

- A. Traditional employees designated as Replacement/Tag Operators shall receive \$0.50 per hour over the current team member rate.
- B. In-Progression employees designated as Replacement/Tag Operators shall receive \$0.30 per hour over the current In-Progression rate.

#### VIII. Leave of Absence Operator Policy Rate

- A. Traditional employees designated as Leave of Absence Operators shall receive \$0.50 per hour over the current team member rate.
- B. In-progression employees designated as Leave of Absence Operators shall receive \$0.30 per hour over the current In-Progression rate.



## IX. Ratification

This Agreement is subject to written notice of ratification by the Union to be given to Management no later than the 21st day of October, 2022. After such notice of ratification is received from the Union by Management, this agreement will be effective as provided for herein upon approval of the General Motors LLC and the International Union, UAW.

In witness whereof, the parties hereto have caused their names to be subscribed herein by their duly authorized officers and representatives the day and year first written above.

### **WAGE SCHEDULE**

Production (Traditional Employees)

In accordance with the provisions of the National Agreement, Paragraph 98(a) and 98 (b), Traditional hourly employees in Production classifications received an increase to their base wage rate (exclusive of shift premium, seven-day operator premium, and any other premiums) in line with the chart below.

Classification	Job Rate
Team Member	<u>\$32.32</u>

Production Team Leaders will receive an additional premium of one dollar (\$1.00) per hour above their base rate.

**Memorandum of Understanding UAW-GM  
Wage & Benefit Agreement  
For In-Progression Employees**

In accordance with the provisions of the National Agreement; Regular, non-temporary production employees covered under this Memorandum of Understanding will receive base wage increases in accordance with the schedule below. Employees hired prior to the effective date of the 2019 UAW-GM National Agreement will remain at their current wage rate until they become eligible for their next wage increase, based on 52-weeks worked. These employees will move into the Post-2019 Wage Scale with the effective date of their next increase.

<u>Weeks Worked (ww)</u>	<u>Effective 2019 CBA</u>	<u>Next Increase</u>	<u>Rates Effective 9/14/2020</u>	<u>Rates Effective 9/19/2022</u>
<u>New Hire</u>	<u>\$17.00</u>	<u>\$17.00</u>	<u>\$17.51</u>	<u>\$18.04</u>
<u>&lt; 1 year</u>	<u>\$17.00</u>	<u>\$18.00</u>	<u>\$18.54</u>	<u>\$19.10</u>
<u>+52 ww</u>	<u>\$18.00</u>	<u>\$19.50</u>	<u>\$20.09</u>	<u>\$20.69</u>
<u>+52 ww</u>	<u>\$19.50</u>	<u>\$23.00</u>	<u>\$23.69</u>	<u>\$24.40</u>

<u>+52 ww</u>	<u>\$21.00</u>	<u>\$24.00</u>	<u>\$24.72</u>	<u>\$25.46</u>
<u>+52 ww</u>	<u>\$22.50</u>	<u>\$25.00</u>	<u>\$25.75</u>	<u>\$26.52</u>
<u>+52 ww</u>	<u>\$24.00</u>	<u>\$26.00</u>	<u>\$26.78</u>	<u>\$27.58</u>
<u>+52 ww</u>	<u>\$26.00</u>	<u>\$28.00</u>	<u>\$28.84</u>	<u>\$29.71</u>
<u>+52 ww</u>	<u>\$28.00</u>	<u>30.46</u>	<u>\$31.37</u>	<u>\$32.32</u>

Production Team Leaders will receive an additional premium of one dollar (\$1.00) per hour above their base rate.

#### Temporary Employees

In accordance with the provisions of the National Agreement, Temporary Employees will be paid a rate of \$16.67 while employed as a temporary employee.

#### Skilled Trades

In accordance with the provisions of the National Agreement, Paragraph 98(a) and 98 (b), Traditional hourly employees in Skilled classifications received an increase to their base wage rate (exclusive of shift premium, seven-day operator premium, and any other premiums) in line with the chart below.

Classification	Job Rate
Millwright	<u>\$ 36.85</u>
Pipefitter	<u>\$ 36.85</u>
Toolmaker	<u>\$ 36.85</u>
Electrician	<u>\$ 36.85</u>
<u>Truck Repair</u>	<u>\$36.85</u>
<u>Powerhouse</u>	<u>\$36.85</u>

Skilled Trades Team Leaders will receive an additional premium of one dollar (\$1.00) per hour above their Skilled Trades Rate.

**FORT WAYNE ASSEMBLY  
GENERAL MOTORS VEHICLE  
MANUFACTURING  
GENERAL MOTORS LLC**

**LOCAL SENIORITY AGREEMENT**

This Agreement entered into this 21st day of November, 2022 between the Local Management, and the Shop Committee of UAW Local No. 2209.

In accordance with Paragraph 59 of the GM-UAW National Agreement, the following will constitute the Local Seniority Agreement between the parties:

**Section I - Acquiring Seniority**

- A. Employees will acquire seniority in accordance with the provisions of Paragraph 57 of the National Agreement between General Motors LLC and the UAW International Union.
  
- B. Division I - In placing employees' names on the seniority list in accordance with Paragraph 58 of the National Agreement, where two (2) or more employees have the same seniority date, they shall be initially listed on the seniority list alphabetically by last name (at Fort Wayne hire), A to Z. Thereafter, alphabetically by first name, A to

Z, and lastly in numerical order beginning with the lowest last four (4) digits of the General Motors Identification Number (GMIN) (i.e., the employee with the lowest last four (4) digits will be considered as having the greater seniority). Any subsequent change of name will not be the basis for a change in seniority status.

Division II - In placing employees' names on the seniority list in accordance with Paragraph 58 of the National Agreement, where two (2) or more employees have the same date of entry, they shall be initially listed on the seniority list beginning with the employee with the greatest plant seniority date. Thereafter, alphabetically by last name (at Fort Wayne hire), A to Z, then first name, A to Z, and lastly in numerical order beginning with the lowest last four (4) digits of the General Motors Identification Number (GMIN). Any subsequent change of name will not be the basis for a change in seniority status.

## **Section II - Definitions**

- A. The entire plant shall constitute one seniority unit consisting of two divisions:

Division I - All hourly rated employees in the bargaining unit except those employees in the skilled trades classifications.

Division II - All hourly rated employees in the bargaining unit employed in skilled trades classifications.

- B. Seniority Groups and Charts - Seniority shall be by occupational groups in accordance with the attached seniority charts.

### **Section III - Permanent Layoff and Recall**

- A. Division I - In the event of a permanent reduction in force, employees with the greater seniority who are capable of doing the work available will be retained as provided for below:
  1. Each department will establish the number of employees to be retained within each occupational grouping.
  2. Employees with insufficient seniority to remain in their respective departmental occupational grouping will be reduced in line with their seniority, according to the attached occupational group charts.
  3. Employees with insufficient seniority to be retained in their departmental occupational grouping, but have sufficient seniority to be retained within Division I, will be placed division-wide on

operations that they are capable of performing.

4. Employees with insufficient seniority to remain at work in the plant on a division-wide basis will be laid off as they are displaced.
5. Management will minimize the loss of time to employees in placing them in accordance with the layoff and recall procedure and, in any event, employees eligible to be retained on other available jobs will be placed within ten (10) working days from the effective date of the first Division I layoff.
6. The seniority of employees transferred under these provisions will be carried into the new occupational group pursuant to the provisions of Paragraph 62 of the National Agreement.
  - a. Employees who have insufficient departmental seniority to remain in the department and are reduced to another department may make written application at the Personnel Office to return to their former department within thirty (30) days from the date of their reduction. Applicants not wishing to move under these provisions must withdraw their



application prior to being identified. In the event that openings occur in the former department (excluding openings in the Team Leader and Replacement/Tag Operator occupational groups) within one (1) year of the reduction, these vacancies will be filled, in seniority order, by automatically honoring Return to Former Department Applications provided the applicant is capable of doing the jobs available. This right to return to former department procedure will have priority over any other method of filling transferable openings. Any employee who transfers pursuant to the Paragraph 63(b) provisions subsequent to filing a Paragraph 62 application will be allowed one (1) transfer opportunity for the duration of the Paragraph 62 application.

- b. Employees who have insufficient seniority to remain in the occupational group and are reduced to another occupational group within their department may make written application at the Personnel Office to return to their former occupational group within thirty (30) days from the date of their reduction. Applicants not wishing to move under these

provisions must withdraw their application prior to being identified. In the event that openings occur in the former occupational group within one (1) year of the reduction, these vacancies will be filled, in seniority order, by automatically honoring Return to Former Occupational Group Applications provided the applicant is capable of doing the jobs available. This right to return to former occupational group procedure will have priority over any other method of filling transferable openings. Any employee who transfers pursuant to the Paragraph 63(b) provisions subsequent to filing a Paragraph 62 application will be allowed one (1) transfer opportunity for the duration of the Paragraph 62 application.

7. Seniority employees laid off in accordance with the above procedure will be recalled in seniority order by occupational group, to work in Division I, provided they are capable of doing the work available.
8. Subsequent to the determination of the number of employees to be retained in each department, the administration of

Section III of the Seniority Agreement will be accomplished through discussions between the department Shift Leader and the District Committeeperson, further guidance through the UAW Manpower Coordinator and Employee Relations may be required. When recalling from a permanent reduction, attempts will be made to return employees to their previous shift, occupational group and team, seniority permitting. The time limits specified in this section may be extended by mutual agreement.

- B. Division II - In the event of a permanent reduction in force, the number of employees to be retained in each occupational group will be established, retaining those employees with the greater skilled trades seniority date of entry in accordance with the attached occupational group charts. Employees with insufficient seniority to be retained in their respective occupational group will be reduced and/or laid off from Division II and will be recalled in accordance with the National Agreement.

#### **Section IV - Temporary Layoff**

During periods of material shortages, breakdown of machinery or equipment or other situations known at the time to be temporary which

result in part time operations, the following provisions will apply.

- A. When a department operates less than eight (8) hours, employees, including Division II employees, may be laid off as their services are no longer required and will be recalled as their services are required. In these instances, only SUB eligible employees will be retained.
  
- B. During any one period of temporary layoff in excess of one shift, but not to exceed thirty (30) days, unless otherwise agreed to between the parties, the employees, including Division II, to be retained at work will be selected by equalization group, time permitting, provided they are capable of performing the available work. During such periods when less than a full complement of employees is required within the appropriate equalization group, those SUB eligible employees who volunteer will be retained to perform the work. In the event that more employees than are necessary volunteer, those highest in seniority up to the number needed will be retained. In the event that fewer employees volunteer than the required number, those lowest in seniority, who are SUB eligible, up to the number necessary will be retained. Overtime hours worked during this period will not be charged.

- C. In the event the part time operations extend beyond thirty (30) days, or any other agreed to time frame, the permanent layoff provisions of this Agreement will be implemented on the first working day of the week following the agreed upon time frame.

## **Section V - Model Change or Plant Rearrangement**

- A. When a build-out occurs as a result of model changeover, employees shall be laid off as their services are no longer required. If, after the last job has passed the last work station in a team, it becomes necessary to retain employees in that team for work normally performed by that team, team members will provide an adequate work force to perform the remaining work on a voluntary basis. In the event that more employees than are necessary volunteer, those highest in seniority who are SUB eligible up to the number needed will be retained. In the event that fewer employees volunteer than the required number, those lowest in seniority, who are SUB eligible, up to the number necessary will be retained. Overtime hours worked during this period will not be charged.
  
- B. Because it is of mutual interest to expedite the startup of a new model, employees in each department will be recalled to their

team as their services are required. In any event, no employees will remain on layoff while lesser seniority employees are working in their department after a date mutually agreed upon by the parties. It is understood that this date will be agreed upon no later than fifteen (15) days prior to the effective model change date for the respective departments.

C. If Division I employees are scheduled to work a partial shift or crew for plant rearrangement, model change, plant or vacation shutdown, those SUB eligible employees (to include Replacement/Tag Operators and Team Leaders) will be retained up to the required number and will be selected in the following order:

- Certified volunteers from the team where the work is assigned
- Certified volunteers from the teams within the Group Leader area

In the event fewer employees volunteer than the required number, time permitting, SUB eligible certified employees from the non-working shifts will be offered work in seniority order using the same method referenced above. Subsequently, if there is an insufficient number of volunteers, certified

employees lowest in seniority on the affected team and shift who are SUB eligible will be retained.

In the event more employees than are necessary volunteer, those highest in seniority who are SUB eligible and certified will be retained.

Departmental Shift Leaders and the respective Committeeperson(s) will discuss, in advance, the circumstances requiring available work and/or overtime to be offered to employees.

## **Section VI - Extra Help: Model Change or Plant Rearrangement**

- A. When extra help is to be selected in accordance with Paragraph 179 of the National Agreement for work during model change, plant or area rearrangements, SUB eligible seniority employees who would otherwise be laid off will be permitted to apply for such work at the Personnel Department. Employees who can do the work will be selected from among the applicants and where abilities are equal, the employees with the greater seniority will be given preference. Employees will have temporary transfer rights to only one skilled trades classification during any one model change period.

- B. If sufficient manpower is not obtained through the application procedure, additional employees who are capable of performing the work will be retained or recalled in inverse seniority order, beginning with those SUB eligible employees who would otherwise be laid off or are on layoff. This provision shall not constitute a basis for a claim for back pay by any employee.
  
- C. Employees who are retained for extra work will return to their regular team, or layoff (if applicable), at the conclusion of the extra work assignment. Employees may return to their team prior to the conclusion of the extra work assignment, depending on the needs of the team. If additional employees are needed to replace those returning to their previous team, they will be selected in accordance with paragraphs A and B above.
  
- D. Overtime hours worked during these periods will not be charged.

## **Section VII - Inventory**

Under normal conditions, the Material Department will conduct inventory. When



extra help is needed to conduct inventory, the following procedures shall apply:

- A. Once Management has established the dates on which inventory will take place it will, in consultation with the Union, designate a period during which Division I employees who are not otherwise scheduled to work may make application.
- B. A notice will be posted advising prospective applicants of:
  - Date of inventory
  - Duration of application period
  - Details of application process.
- C. Applicants capable of doing the work will be selected on the basis of seniority. These employees will not be charged overtime hours in their home equalization group.
- D. Inventory work is the primary responsibility of the Material Department and will be equalized and offered by teams in that area. Therefore, Material Department employees shall not be denied work on inventory assignments until all other Division I employees working pursuant to this section have been released. In addition, the Reclamation teams will be responsible for inventory of salvage. Employees from the Material Department will be charged in their

home equalization group for those hours offered or worked on inventory.

## TRANSFER PROVISIONS

### Section VIII - Transfer Provisions (Division I)

For the purpose of administering Paragraph 63(b) of the National Agreement, the following procedure will apply:

- A. A permanent opening is defined as an opening, created when an employee:
- 1) Quits
  - 2) Dies
  - 3) Retires
  - 4) Is discharged
  - 5) Is on a leave of absence over six (6) months. When duration of leave is known to be greater than one hundred eighty (180) days, the parties may mutually agree to post the opening prior to the 180<sup>th</sup> day
  - 6) Is a Document 46/Local appointment or elected to a Local or International Union position
  - 7) Is on a per-diem assignment
  - 8) Is placed based on the provision of Section VIII C (4) or C (5)
  - 9) Is placed in Division II or is selected for the local apprenticeship program

10) Is on a restriction and removed from their assigned operation for greater than one hundred eighty (180) days.

Also, the addition of a newly created operation, (including operations consisting of 50% or less of an existing operation) and temporary operations in excess of sixty (60) days (unless extended by mutual agreement) will constitute permanent openings.

Temporary operations, excluding rework jobs, in Support Departments that exceed forty-five (45) days (unless extended by mutual agreement) will be posted, on a one-time basis as temporary openings. This one-time Support Department posting will be made available to all production departments, production department Team Leaders with a surplus of Team Leaders, and support departments with a surplus of manpower. At the conclusion of the temporary assignment, the transferred employee will return to the department, occupational group and shift where that employee was assigned prior to the temporary transfer.

Prior to non-traditional or temporary support jobs being posted and/or filled, information such as, but not limited to, vacation usage, rate of pay, availability and

pay of overtime hours, shift preferences, etc. will be discussed with the Shop Committee. The parties will agree to the verbiage which includes where the applicant awarded the job is to be returned at the end of the temporary assignment.

This provision is not intended to restrict the rights or responsibilities of either party, as provided by the National Agreement. The parties recognize that in many instances, such as the impending reduction of manpower or the application of Paragraph 72 of the National Agreement, other factors must be considered prior to the implementation of the transfer provisions.

When it is determined that conditions are such that a transfer will not be effectuated, the District Committeeperson and Departmental Shift Leader may mutually agree that an otherwise postable opening will not be posted for transfer. In such instances the affected team, excluding the Replacement/Tag Operator and Team Leader, will be allowed to reselect menus prior to additional manpower being assigned to the team, consistent with Section VIII(B), 4.

## **B. METHOD OF FILLING OPENINGS:**

1. As permanent openings occur, they will be displayed for three (3) days (Thursday through Monday), concluding at 3:30 AM on the third day, unless otherwise agreed to between the parties. These postings will be displayed in the designated areas in both the General Assembly and Body/Paint buildings. Such postings will include the relevant information of the opening, including the department, shift and team. The column location, address and first two operations of the applicable menu will be specified for all posted openings. In addition, the posting will indicate the beginning and ending dates of the application period for the specific opening.
  
2. Eligible employees (including those with Paragraph 72 restrictions) may apply for and/or withdraw transfers to posted openings during the application period at all designated terminals located in the Plant (E-42, Body/Paint entrance, and work center). When applying for multiple postings, employees will be required to prioritize their choices by numbering the application forms.
  
3. Upon the receipt of all eligible applications, the highest seniority applicant capable of performing the work and who otherwise meets the eligibility requirements

stated herein, will be automatically granted the transfer. Employees desiring to shift preference in conjunction with a transfer opportunity must state their desires on the transfer application, during the application period. Thereafter, employees who otherwise meet the shift preference requirements will be automatically moved to the proper operation and shift.

4. Transferable openings except in the case of Section III A (6) of the Local Seniority Agreement will be posted under the following guidelines. The initial (primary) opening will be made available to all Division I employees. The vacancy created by filling the initial (primary) opening will be posted as a secondary opening and made available to all Division I employees. Paint, Body and Support Department employees may apply to “one-time” postings but will only be awarded the posting when there is a surplus of manpower in their department. Posting will continue to run until the backfill opening lands in production departments (Trim, Chassis, Final). In instances where a production department (Trim, Chassis, Final) Team Leader, Replacement Operator, Tag Operator, Ergo Relief Operator or

Badger Composite Box Utility Operator is awarded a posting any time after a secondary posting, the resulting opening will be posted as a one-time opening and will be made available only to the production department (Trim, Chassis, Final) associates. Postings that run for an extended period of time will be reviewed by local Joint Leadership for resolution. Resultant openings will be backfilled with available surplus manpower, transfers or if necessary, newly hired employees.

The following departments and classifications will be eligible to post to one-time postings in the event of a manpower surplus:

- All classifications in Body, Paint and Support departments
- Production department (Trim, Chassis, Final) classifications:
  - Team Leader,  
Replacement Operator,  
Tag Operator, Ergo  
Relief Operator or  
Badger Composite Box  
Utility Operator



- a. Teams that have an employee, with the exception of the Team Leader, who is granted a transfer pursuant to these provisions will be allowed to reselect menus provided the employee is capable of performing the operation. Menus will be reselected by the end of the shift on Wednesday prior to the resultant opening being posted on Thursday.
- b. Every Team Leader position will be filled pursuant to the Memorandum of Understanding on Team Leader Selection.
- c. In the event there is a surplus of manpower in Division I, the vacancy created by filling the final transfer will be accomplished by placement of the highest seniority unassigned employee within the affected department on the shift of the opening. If there are no unassigned employees in the affected department, the lowest seniority unassigned employee, division wide, will be reduced to the opening. The latter provisions will be applied with the understanding that the employees involved must be capable of performing the available work.

5. Openings created by placement of employees pursuant to Section III A(6) of the Seniority Agreement will be filled based on the provisions of Section VIII B(4) of the transfer provisions, as though this opening was the opening filled by the employee placed according to the provisions of Section III A(6) of the Seniority Agreement.
6. An employee who is awarded a posting will be moved ten (10) working days from award date when the move is in the same department and on the same shift. Cross-departmental or cross-shift transfers will be completed twenty-one (21) days from the date awarded.
7. In those situations where movement of an operation occurs, no transfers will be administered when the work content of the operation is 51% or greater of the existing operation. In those instances, the following will apply:
  - a. If 51% of an employee's operation moves within a Group Leader area, the employee assigned to that operation will have the option to move with the operation, or utilize the 'Ask and Draft' method.

b. If 51% of an employee's operation moves to another department or Group Leader area, regardless of shift, the employee assigned to that operation will have the option to move with the operation, or the team losing the work will use the 'Ask and Draft' method. The employee leaving the team will have the option of receiving the new operation, or displacing the low seniority employee in their department, seniority permitting. The low seniority employee thus displaced will be assigned to the relocated operation.

**C. GENERAL PROVISIONS  
TRANSFERS**

1. All active employees who make application during the posting period will be eligible to transfer every four (4) months, including employees reduced or displaced from the operation to which they transferred prior to the expiration of the four (4) month period. Employees who have been displaced or reduced who desire to transfer prior to the expiration of the four (4) month period must indicate this desire on the transfer form in the designated box.

2. Final Process, Paint Support, Material, Yard Drivers and Quality Departments are designated as support departments for the purpose of these provisions.
3. Body, Body Fits, Paint, Trim, Chassis, Final and Leave of Absence Departments are designated as production departments for the purposes of these provisions.
4. Employees with permanent medical restrictions as a result of compensable injuries precluding them from working in the plant and able to return will be considered for placement on openings within Division I. Should an employee in this situation be placed on an otherwise transferable opening, the provisions of Section VIII B(4) will thereafter be utilized to fill resultant openings.
5. Employees with permanent medical restrictions precluding them from working in the plant and able to return, will be considered for placement on transferable openings within Division I. Should an employee be placed on an otherwise transferable opening (in line of seniority), the provisions of Section VIII B(4) will thereafter be utilized to fill resultant openings.

6. The return to work of employees under Paragraphs 4 and 5 above, will be jointly administered by the ADAPT team. Medical restrictions utilized in determining the suitability of operations for placement will be provided by the Plant Medical Department. In addition, the Plant Medical Department will certify a minimum of two operations in the team selected for placement of the affected employees. It is also agreed that the application of Paragraph 5 above will not constitute the basis for a back pay claim by any employee.
  
7. Transfers accomplished in accordance with the provisions of Section C are made on the basis that the employees involved are capable of performing the work to which they transfer.
  - a. In those instances where an employee is unable to perform the work in a production department and less than ten (10) workdays have expired, they will be returned to their prior occupational group, department and shift seniority permitting. Providing there is no backfillable opening available in the occupational group, the employee will remain unassigned

for a maximum of thirty (30) days, during which time they may fill a transferable or non-transferable opening. In the event it is necessary to reassign manpower, or the thirty (30) day time limit expires, the lowest seniority employee in the department will be displaced.

- b. In those instances where an employee is unable to perform the work and ten (10) or more workdays have expired, the employee will be placed on work in that occupational group, department and shift in line with their seniority. Providing there is no backfillable opening available in the occupational group, the employee will remain unassigned for a maximum of thirty (30) days, during which time they may fill a transferable or non-transferable opening. In the event it is necessary to reassign manpower, or the thirty (30) day time limit expires, the lowest seniority employee in the department will be displaced.
- c. In those instances where an employee is unable to perform the work in a support department and less than thirty (30) workdays have expired, the same criteria as outlined in Section

7(a), above will be administered. In those instances where an employee is unable to perform the work in a support department and thirty (30) or more working days have expired, the same criteria as outlined in Section 7(b), above will be administered.

8. Transfers involving the Team Leader and Replacement Operator functions are made on the basis that employees involved are capable of performing the work. In view of the complexity of these functions, the trial period will normally extend beyond time limits specified in Paragraph 7 above. In these instances where an employee is unable to perform the required functions the employee will displace the lowest seniority employee within the department and shift.
9. In those cases wherein a transferred employee is deemed incapable of performing the operation(s), the next highest senior eligible applicant will be given the option to transfer to the operation(s), provided that more than thirty (30) days have passed since publication of the transfer letter identifying the original high seniority applicant and provided they are not eligible for concurrent transfer openings.

If no additional applicants are available, the opening will become backfillable, excluding Support Departments, Body, Paint, Team Leader, Replacement Operator, Tag Operator, Ergo Relief Operator or Badger Composite Box Utility Operator openings. In addition, those deemed incapable of performing the operation(s) to which they transferred shall be precluded from applying for future transfers for a period of thirty (30) calendar days.

## **Section IX - General Provisions**

- A. Employees returning to work from a leave of absence of six (6) month duration or less will be returned to their team, menu, and operations, provided they are capable of performing same, seniority permitting.
  
- B. Employees returning to work from a leave of absence in excess of six (6) month duration will be placed on a non-transferable opening in their respective department. If none exists, these employees will remain unassigned for a maximum of thirty (30) days. After thirty (30) days, they will displace the lowest seniority employee in their occupational group, on their shift seniority permitting. This unassigned employee will



flow through the normal reduction procedure identified in the final paragraph of the “Ask and Draft” method.

- C. During manpower reductions across departmental lines the lowest seniority employees will be reduced without regard for occupational groups.
- D. In addition to the reselection provisions described in section VIII B (4)a, employees will be allowed to reselect menus in all instances wherein a vacancy is created in the team

### **Section X-Transfer Provisions (Division II)**

- A. When it is determined by Management that it is necessary to realign existing manpower, that may be necessitated (but not limited to) situations where an employee:
  - 1) Quits
  - 2) Dies
  - 3) Retires
  - 4) Is Discharged
  - 5) Is appointed or elected to a Local or International position
  - 6) Is on a leave of absence over six (6) months
  - 7) Is on a per-diem assignment
  - 8) Assigned to Division II

- B. Management will post a notice, excluding Team Leader openings, on the posting boards located in the Body Department, Paint Department and General Assembly building. This notice will indicate the trade, shift and team where the opening exists and will be posted for a three (3) (Thursday through Monday) working day period.
- C. Team Leader positions will be filled pursuant to the Memorandum of Understanding on Team Leader Selection.
- D. Active employees may make application at all designated terminals located in the Plant (E-42, Body/Paint entrance, and work center). At the conclusion of the three (3) day application period, the highest seniority applicant who meets the eligibility requirements stated herein will be assigned to the vacancy as expeditiously as conditions allow, not to exceed thirty (30) days unless mutually agreed.
- E. In the event this transfer does not balance manpower, the opening created by the initial transfer will be posted as noted above. At the conclusion of the three (3) day application period, the highest seniority applicant who meets the eligibility requirements stated herein will be relocated to the vacancy as expeditiously as conditions

allow, not to exceed thirty (30) days unless mutually agreed.

- F. In the event the second transfer does not balance manpower the vacancy created by the aforementioned move will be filled from the shift with excess manpower. The method to accomplish this will be “Ask and Draft.” within the affected trade. The options available for this “Ask and Draft” will be to backfill the secondary transfer or to the low seniority skilled trades employee in the department/geographical area within the affected trade, on the shift with the excess manpower. When conditions are such that it is necessary to add employees to Division II, the newly hired employees or graduated apprentices will be placed in the vacancy created by the second transfer.
- G. Employees who voluntarily transfer pursuant to these provisions will not be eligible for further transfers as outlined above for four (4) months.
- H. Employees with compensable injuries as a result of permanent primary medical restrictions precluding them from working in the plant and able to return, will be considered for placement on transferable openings within Division II. Should an employee in this situation be placed on an

otherwise transferable opening, the provisions of Section X will thereafter be utilized to fill resultant openings.

- I. Employees with permanent primary medical restrictions precluding them from working in the plant and able to return, will be considered for placement on transferable openings within Division II. Should an employee be placed on an otherwise transferable opening (in line of seniority), the provisions of Section X will thereafter be utilized to fill resultant openings.
  
- J. The return to work of employees under Paragraphs H and I above, will be jointly administered by the ADAPT team. Medical restrictions utilized in determining the suitability of team(s) for placement will be provided by the Plant Medical Department. In addition, the Plant Medical Department will certify the team(s) selected for placement of the affected employee. It is also agreed that the application of Paragraph H and I above will not constitute the basis for a back pay claim by any employee.

If either party desires to cancel, modify or change this Agreement it shall give notice in writing

of the proposed cancellation, modification or change at least sixty (60) days prior to the date when it proposes that such cancellation, modification or change becomes effective. Within ten (10) working days after receipt of notice to modify the Agreement, a conference will be arranged to negotiate the proposal.

This Local Agreement is subject to written notice of ratification to Management by the Local Union not later than October 21, 2022. After notification is received from the Local Union, this Agreement will be effective as provided herein upon approval of the Personnel Staff of General Motors Vehicle Manufacturing, General Motors LLC and the International Union - UAW.

It is understood by both parties that if this Agreement as written is not approved, a new Agreement will be negotiated in its entirety by the Union and the Local Management, subject to the approval of the Personnel Staff of General Motors Vehicle Manufacturing, the Company and the International Union - UAW.

**STATEMENT FOR THE  
LOCAL SENIORITY MINUTES  
REGARDING “ASK AND DRAFT”  
METHOD**

During the course of these negotiations, the parties discussed conditions that may occur

whereby it becomes necessary to reduce the size of a team as a result of combining jobs in a team, completely eliminating a job, moving at least 51% of a job to another department or Group Leader area. In the event it becomes necessary to reduce the size of a team, the parties agreed to utilize the “ask and draft” method.

In order to implement this method the parties agreed that it will first be necessary to identify the operations to which the surplus manpower will be reassigned. Employees in the team with the surplus in manpower will then be canvassed to determine interest in moving to the identified area. In the event more than one employee indicates a desire to move, the senior employee(s) indicating this desire will be reassigned. In the event no employees indicate a desire to move, the low seniority employee in the team with the surplus will be reassigned.

When the displaced employee can not be reassigned, the employee will have the option to immediately displace the low seniority employee within their classification and department or remain unassigned in the department for a maximum of thirty (30) days. During this period the associate can backfill any transferable or nontransferable opening within their occupational group. However, after thirty (30) days the employee will displace the lowest seniority employee in their occupational group on their shift.

The normal reduction flow continues until the lowest seniority employee will be available to backfill division-wide.

### **STATEMENT FOR THE LOCAL SENIORITY AGREEMENT REGARDING WORK STOPPAGES**

During the course of these negotiations the parties discussed the problems and concerns associated with work stoppages created by labor disputes at other General Motors-UAW locations. The parties recognized that during such situations various and inconsistent methods have been utilized to establish a temporary workforce for the duration of the stoppage. Therefore, the parties have agreed that for administrative purposes the following guidelines will be utilized to establish a temporary workforce (only) in such situations:

When a department operates less than eight (8) hours, employees, including Division II, may be sent home as their services are no longer required and will be recalled as their services are required. In these instances, only SUB eligible employees will be retained.

In situations wherein the stoppage is in excess of one shift, employees, including Division II, to be retained at work will be selected by equalization group, time permitting, provided they

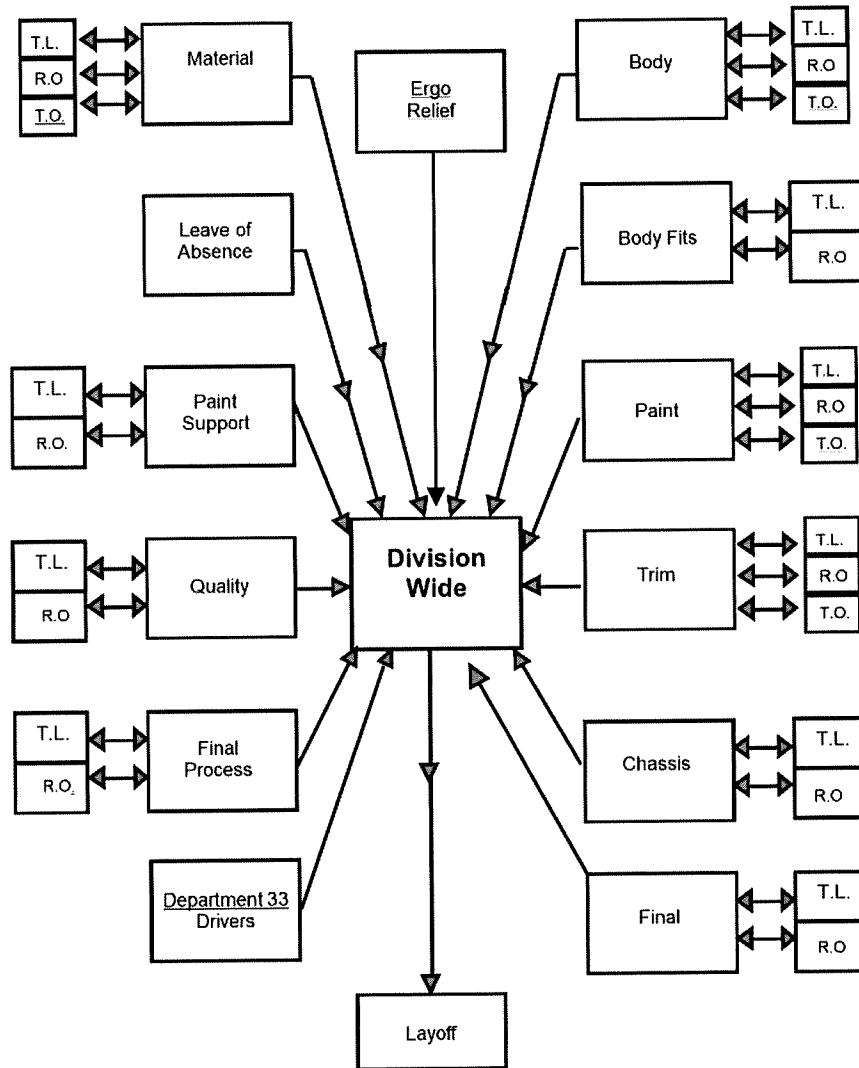
are capable of performing the available work. During such periods when less than a full complement of employees is required within the appropriate equalization group, those SUB eligible employees who volunteer will be retained to perform the work. In the event that more employees than necessary volunteer, those highest in seniority up to the number needed will be retained. In the event that fewer employees volunteer than the required number, those lowest in seniority, who are SUB eligible, up to the number necessary will be retained. Overtime hours worked during this period will not be charged.

In the event that the work stoppage extends beyond the temporary layoff provisions, the guidelines contained in Section III of the Local Seniority Agreement will be followed. Employees who are assigned to a different department or occupational group will not gain seniority in this group as a result of this provision

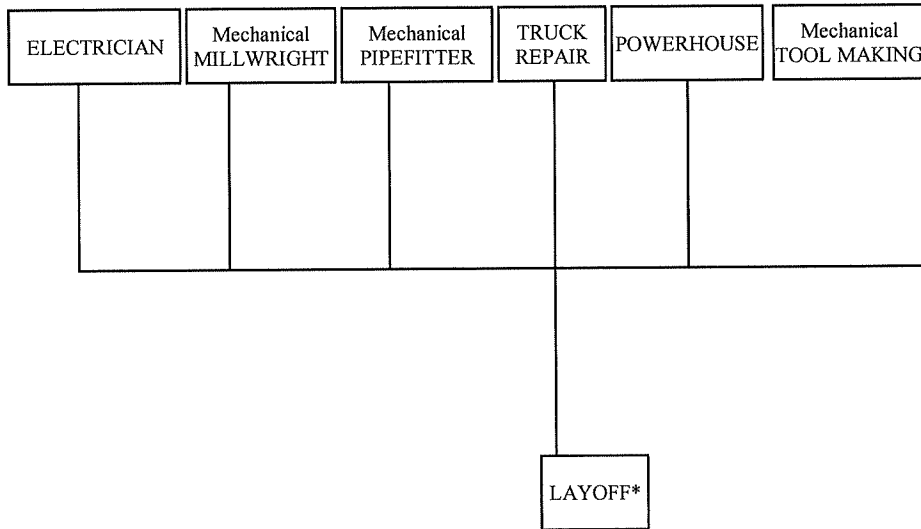


# OCCUPATIONAL GROUPS DIVISION I

## DIVISION I FLOW CHART



# OCCUPATIONAL GROUPS DIVISION II



**MEMORANDUM OF UNDERSTANDING**  
**Seniority Agreement - Section 1 (B) – Division**  
**I Clarification**  
**Pertaining to Employees with an October 15,**  
**2007 (10/15/07) Seniority Date**

Based on discussions during these negotiations, the parties agree that the following third date will be used as the plant seniority tiebreaker for those employees with a Plant and Corporate Seniority Date of 10/15/07:

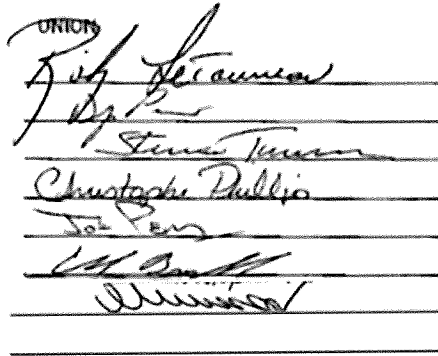
1. Employees hired as traditional employees at Fort Wayne will retain their latest date of hire as a temporary employee as a third date
2. Employees who transfer to Fort Wayne will obtain a 10/15/07 date as a third date

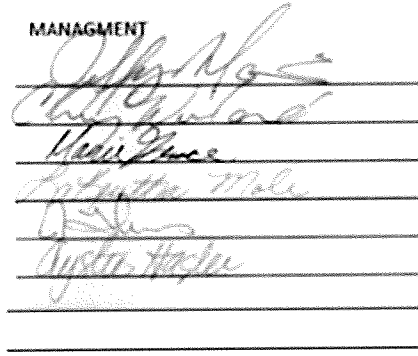
After the use of the third seniority date, the existing contractual language will apply.

In witness whereof, the parties have caused their names to be subscribed by their duly authorized representatives the day and year above written.

United Automobile,  
Aerospace, and  
Agricultural Implement  
Workers of America  
Local 2209

General Motors Vehicle  
Manufacturing  
Fort Wayne Assembly  
General Motors LLC

UNIONS  
  
\_\_\_\_\_

MANAGEMENT  
  
\_\_\_\_\_

General Motors Department  
International Union  
United Automobile, Aerospace,  
and Agricultural Implement  
Workers of America

General Motors Vehicle  
Manufacturing  
HR/Labor Relations  
General Motors LLC

**FORT WAYNE ASSEMBLY  
GENERAL MOTORS VEHICLE  
MANUFACTURING  
GENERAL MOTORS COMPANY LLC**

**PARAGRAPH 71**

This agreement is for the purpose of applying the provisions of Paragraph 71 of the National Agreement, and the following procedures apply:

1. Upon implementation of the Memorandum of Understanding regarding Working Hours, dated February 16, 2009, all offered hours will be charged at the applicable rate except in the case of 6(a) through (g) of the Equalization of Hours Agreement.
2. When employees work overtime, they will be charged in their equalization group in terms of total pay hours involved, as follows:
  - a. One hour at time and one half - 1.5 charged hours
  - b. One hour at double time (includes holidays) - 2.0 charged hours
3. Overtime hours will be equalized among employees on their shift, within their equalization group.
4. Committeepersons shall not be considered as within any equalization group. When

employees cease to be a Committeeperson, they shall be placed in the middle of the equalization group in which they are then working.

Alternate Committeepersons shall be included in the equalization group and overtime worked shall

be posted in the same manner as for any other employee, except time worked pursuant to Paragraph 21 in excess of the hours available within their equalization grouping shall not be charged.

5. During the payroll period that encompasses August 1st of each calendar year, the employee(s) lowest in hours in each equalization group will be given zero (0). The rest will be adjusted accordingly. The overtime records ending in July will be retained for thirty (30) days.
6. When overtime hours are available and the overtime is not worked, the employee shall be charged as if the hours had been worked. Exceptions are as follows:
  - a. Employees who are offered and refuse overtime after leaving the plant.
  - b. Employees who refuse overtime work during relief periods.
  - c. Overtime hours worked during model change and plant rearrangement (see Local Seniority Agreement, Section VI).

- d. Employees who work during a temporary layoff period of more than eight (8) hours duration, will equalize overtime hours within that temporary group only. Such hours will not be charged in the employees' home equalization group.
  - e. When overtime hours are offered and refused by the entire group and the group is not supplemented, the low houred employees in the group who are capable will perform the work. In this instance, only those employees who are forced to perform the work will be charged the applicable hours.
  - f. Employees who elect to supplement the Quality and Material Departments, during inventory, will not be charged these hours in their home group.
  - g. Employees on short term military duty of thirty (30) days or less, bereavement or jury duty.
7. General:
- a. It is the purpose of Paragraph 71 of the National Agreement to equalize overtime work among the employees engaged in similar work as far as practicable; therefore, reasonable attempts will be made to offer overtime work to those employees constituting the group lowest in hours in the equalization grouping. In the event two or more employees having an equal number of overtime hours are

being canvassed for overtime, they will be asked in seniority order.

- b. When Division I employees are permanently reassigned from one group to another, they will be immediately placed in the middle of that equalization group.
  - When Division I employees shift preference or transfer and are returned to their former group due to incapability, they will assume the same relative position in hours as at the point of their departure from the group.
  - When Division II employees are permanently re-assigned from one group to another, via shift preference or job posting, the employee will be immediately placed in the median hours of the geographical equalization group they are entering.
- c. New hires, temporary employees and employees returning to the bargaining unit from absences of more than thirty (30) days duration and employees performing Summer Support group duties will receive the highest number of hours of the equalization group to which



they are assigned, excluding National Agreement UAW Appointed Representatives.

- d. Temporarily placed unassigned employees will be placed at high hours and will remain at high hours within the group to which they are temporarily assigned. Furthermore, the Team Leader will also be offered overtime before temporarily placed unassigned employees.
- e. Due to the unique nature of the Christmas holiday period relative to Paragraph 71, departmental Shift Leaders and the respective District Committeeperson will discuss in advance the circumstances requiring overtime and the method in which these provisions shall be administered. Tentative plans will be reviewed no later than December 15th of each year. This provision shall not constitute a basis for a claim for back pay by any employee.
- f. Employees absent 6 months (180 days) duration or less will be charged with hours they would have been offered.
- g. Employees absent in excess of 6 months (180 days) duration will be placed in the middle of their equalization group.
- h. Overtime will be offered to employees with medical restrictions when in line of

hours and the restrictions are compatible with the work to be performed. If the employee restrictions preclude them from performing the work and they would otherwise be offered, they will be charged for the hours available.

- i. When offered, employees on teams that run multiple jobs on overtime will remain on the job they are performing at the end of the shift. If their job is not scheduled, the employee will be allowed to select the job of their choice provided minimal instruction is required.
- j. In the event Leave of Absence Department employees do not have an assignment replacing employees on an authorized leave of absence, such employees will receive the highest number of hours within the group to which they are assigned. These employees will then equalize within that group until they are otherwise reassigned.
- k. Apprentices/JITs and EITs will equalize only with other Apprentices/JITs and EITs in the same equalization group, on their respective shift. Apprentices/JITs and EITs will be offered overtime work when all Journeypersons on their shift and in their trade have either been offered or scheduled, up to the point the needed number is met, consistent with the

agreement on the Paragraph 183 settlement.

1. The low houred employee on the EOH chart will remain low for the entire week. Additionally, when employees are canvassed for overtime and either accept or reject the offer and an additional offering is made on the same day, the group leader will not return to the top of the list, but will continue the offering of overtime from the employee where the last offer was made.

#### 8. Equalization Charts

- a. It is understood that the teams will maintain overtime charts.
- b. The accuracy of equalization charts will ultimately be the responsibility of Management.
- c. Equalization of hours charts will include all hours worked up to the first work day of each week. Daily and weekend overtime will be offered based on the current equalization of hours chart, consistent with the described equalization of hours groups and the overtime administration understandings.
- d. The equalization charts will be displayed openly in the departments in such a manner that the employees involved may check their standing.

9. It is understood that the method of offering overtime to those employees “constituting the group lowest in hours” is not intended to be utilized as a mechanism to offer overtime in a discriminative manner. Accordingly, the parties agree to mutually address any substantiated abuses of this provision.
10. Management will attempt, based on the work to be completed, to offer a similar number of employees for overtime work associated with model change and job rearrangements that equally affects all shifts. Overlapping of shifts in these instances is an acceptable practice.
11. Under normal conditions, Management will continue to notify employees of overtime as far in advance as possible, making every effort to give notice by the end of the affected shift’s Wednesday for weekend work. However, there may be some circumstances beyond Management’s control which may necessitate late notification.
12. When a production Saturday is scheduled for less than three (3) shifts, the method for filling vacancies on the working shift(s) will be as follows:
  - Group leaders will post an “intent sheet” for each shift in their respective team center which will allow employees from the non-working shift(s) an

opportunity to express their desire to work on the scheduled Saturday.

- The group leaders on the shift(s) that are working will utilize these “intent sheets” to fill known vacancies for said Saturday production on their respective shifts. Employees on the “intent sheet” will be utilized to fill vacancies based on their position on the paragraph 71 chart as long as they are proficient on the operation in question.
- When only one shift is working, every effort will be made to fill vacancies utilizing employees from the other two shifts in four (4) hour increments. Then, employees from the intent sheet willing to work 8 hours will be offered the work. It is understood the administered process would not give rise to Paragraph 71 claims or liability grievances.

## **EQUALIZATION OF HOURS GROUPINGS DIVISION I**

### **Body**

Each team on a shift will constitute an equalization group.

### **Body Fits**

Each team on a shift will constitute an equalization group.

### **Paint**

Each team on a shift will constitute an equalization group.

All lanes in Finesse will be treated as one equalization group.

All lanes in manual seal will be treated as one equalization group.

### **Trim**

Each team on a shift will constitute an equalization group.

### **Chassis**

Each team on a shift will constitute an equalization group.

### **Final**

Each team on a shift will constitute an equalization group.

### **Final Process**

Each team on a shift will constitute an equalization group.

### **Paint Support**

Each team on a shift will constitute an equalization group.

### **Material**

Each team on a shift will constitute an equalization group.

### **Quality**

Each team on a shift will constitute an equalization group.

All lanes in CARE will be treated as one equalization group.

DVT will be treated as one equalization group encompassing two teams.

Any issues regarding equalization groupings will be discussed and resolved between the parties.

## **DIVISION I EQUALIZATION GROUPING EXCEPTIONS**

1. Employees performing the Team Leader function in Production will not equalize overtime with the team to which they are assigned. Team Leader hours will be maintained by Group Leader area.
2. Employees performing the Replacement or Tag Operator function, Material Team Leaders and Working Team Leaders will equalize overtime hours with the team to which they are assigned.

3. Employees assigned to leave of absence duties will assume the hours of the employees they are replacing for equalization purposes.
4. If additional manpower is required after canvassing an equalization group for overtime, where practicable, Management will then offer the overtime to the Team Leader (excluding Working Team Leaders) within the affected group being canvassed. If additional manpower is still required, Management will then offer the overtime to other employees in the Group Leader area, who are capable of performing the work. If additional manpower is required after canvassing the Group Leader area, Management will attempt to canvass employees capable of performing the work in the teams that are amongst the lowest in average hours in their respective departments. All concerns regarding issues that may arise over equalization of hours, will be addressed between the Department Shift Leader and the District Committeeperson.
5. In the event that Management determines that additional manpower may be needed on a given shift may canvass adjacent shifts.



## **DIVISION II**

### **Departments 41, 44, 45, 46 - Maintenance**

Each occupational group by shift and geographic area (Body Shop, Paint Shop, General Assembly) shall constitute an equalization group during production days. Each occupational group plant wide by shift shall constitute an equalization group during non-production days.

### **OVERTIME ADMINISTRATION REGARDING SKILLED TRADES**

During the course of these negotiations the parties discussed at length the concept of allowing employees to indicate their overtime preference via a "sign-up." The parties will work through the Shop Committee to jointly develop and agree to establish a plan and timeline for implementation. The current procedure for Division II will continue until any modifications are agreed upon.

The following guidelines will be applied in the administration of Paragraph 71 for Skilled Trades employees:

#### **1. Daily Overtime**

Attempts will be made to offer overtime to those employees who make up the group lowest in hours in the same geographic area (Body Shop, Paint Shop, General Assembly) on the same shift where the work is being performed and then department wide.

Attempts will be made to offer other overtime assignments which begin after the regular shift to those employees who make

up the group lowest in hours in the geographic area (Body Shop, Paint Shop, General Assembly) where the work is being performed. Thereafter, a reasonable attempt will be made to offer the work to those employees who make up the group lowest in hours in the department.

Overtime during lunch periods will be by job continuation.

## 2. **Weekend or Holiday Overtime**

a. Work through the week may carry over daily or into the weekend and/or holiday and the employees who have been assigned may continue to perform that work provided continuity is critical. It is also Management's intent to make a reasonable attempt to assign employees during the week who are within the group lowest in hours to work that is expected to continue into the weekend and/or holiday.

b. When the circumstances listed above do not apply, it is Management's intent to make a reasonable attempt to assign work to those employees within the group of those lowest in hours in the equalization grouping.

3. Appendix F/Business Opportunity Team may jointly agree upon the designation of project crews to complete major projects or

open work across the plant. The method for selection of these crews and the offering of all overtime associated with this work will be jointly agreed upon which may include separate equalization during periods of project work. These crews may be used to address spread of hours. General guidelines include:

- If offered to change your shift:
  - If refused, no overtime associated with this project crew will be charged.
  - If accepted, overtime hours worked or offered while on this project crew will be charged back to your home equalization group.
- 4. When employees fail to report for accepted overtime, management will contact the District Committeeperson and exhaust all options to complete the work with internal resources prior to contracting an outside company. If the work is contracted full utilization will not apply.
- 5. The parties will develop an efficient way to offer overtime in order to facilitate overtime offerings plantwide when geographical areas have been exhausted.
- 6. When an employee accepts overtime offered and fails to report for any reason, overtime

will be charged at double the normal rate for all hours accepted.

## **MEMORANDUM OF UNDERSTANDING REGARDING TEAM LEADER OVERTIME**

During the course of these discussions, it was agreed that Team Leaders assigned to Production will not equalize with the teams they service. Working Team Leaders and Team Leaders assigned to the Material Department will equalize with the team to which they are assigned.

In order to clarify the availability of overtime hours to Team Leaders in Production , the following guidelines will apply:

- Team Leaders will service their assigned team during all production and overtime hours when their entire team is scheduled to work.
- When partial crews are working on overtime and are tied to a line, the available Team Leader hours will be equalized among the Team Leaders assigned to the affected teams. Exceptions to this general rule would be job rearrangements which would require the presence of the Team Leader assigned to the affected team, meetings requiring the Team Leader's presence and overtime required to prepare the line for production.

- When the majority of the CARE team is scheduled to work the team leader will also be scheduled.

In order to clarify the availability of overtime hours to Team Leaders in Material, the following guidelines will apply:

- The construction of racks (as it pertains to material non-creform) and inventory are the responsibility of the Material Department.
- When this work is done on overtime it will be offered to the affected Material teams.

Work that is deemed Team Leader specific, including but not limited to STS and TIS, as it pertains to job set up preparations, Level 5 BPD board maintenance and standarized work issues are the primary responsibilities of the Team Leader. This work, when done on overtime, will be offered to the Team Leader regardless of their position on the equalization of hours chart. All these hours offered will be charged in accordance with provisions of Paragraph 71 of the Local Agreement.

Team Leader work offered as an “over or under” for the purpose of absentee coverage, will be offered to the employees amongst the lowest in hours in the equalization group that are capable of doing the work.

## **MEMORANDUM OVERTIME BETWEEN SHIFTS**

While the National Agreement does not provide or compel Management to distribute overtime between shifts, it is understood that scheduling overtime hours is influenced by considerations of efficiency, emergencies and unique business considerations. Management agrees to maintain records of hours for those areas where the Union expressed concern. Should perceived disparities arise, Management agrees to discuss these issues with the Union in an attempt to arrive at a mutually agreeable solution, where possible.

**FORT WAYNE ASSEMBLY  
GENERAL MOTORS VEHICLE  
MANUFACTURING  
GENERAL MOTORS LLC**

**SHIFT PREFERENCE AGREEMENT**

This Agreement entered into this 21st day of November, 2022 between the Local Management of the General Motors Vehicle Manufacturing, Fort Wayne Assembly, of General Motors LLC, hereinafter referred to as Management and the Shop Committee of Local Union No. 2209, UAW, hereinafter referred to as the Union.

It is mutually agreed that the following provisions will constitute the Shift Preference Agreement for all employees working in the bargaining unit in the plant, pursuant to Paragraph 75 of the National Agreement.

**Division I Provisions**

Active seniority employees who are desirous of changing shifts may make application in writing to their Group Leader for a transfer to the shift of their choice. However, it is understood that prior to the start of a new model, plant rearrangement, conversion, or other major initiatives affecting business conditions, no transfer will be made until normal operation is resumed or for a period of thirty (30) days, whichever occurs earlier.

Seniority employees shall be entitled to a shift transfer subject to the following:

- A. Transfers will be made from one occupational group on one shift to the same occupational group within the same department on another shift.
- B. In the event two or more applications are received for the same occupational group the high seniority applicant will be allowed to choose from among the available operations, as offered by Management.
- C. Applicants must be capable of performing the operations in the team. Newly transferred employees will be given adequate training.
- D. Employees who make application for shift preference by the end of the shift on Friday (lock down day) will have their applications processed the next week, seniority permitting. The affected employee(s) will be notified of the transfer no later than Wednesday. The associated transfers will take place the first working day of the next week. However, it is recognized by both parties that there may be instances when there are too many employees who are eligible to move to be practically handled such that the efficiency of operations would be adversely affected. When this occurs, the affected department Shift Leaders and



Committeepersons will reach mutual agreement as to how to handle the situation.

E. Shift preference transfers will be administered pursuant to the following provisions, based on the manpower circumstances at the time of the transfer. Shift preference transfers will be administered on the first work day of the week except by mutual agreement.

1. In the event that non-transferable openings exist within the department, employees who otherwise have sufficient seniority to hold the shift, will transfer within the occupational group and no employee will be displaced, provided that the transfer does not create a manpower imbalance between the shifts of more than two (2) non-transferable open operations. The employee will be informed of the operation at the time the transfer is offered. If it is determined the transferred employee is incapable of performing the job after the shift preference is exercised, that employee will displace the lowest seniority employee on the shift and in the occupational group to which that employee shift preferenced, seniority permitting. Should the transferred employee be incapable of performing that operation, that employee

will be placed on a non-transferable opening or displace the lowest seniority employee on the shift and in the occupational group from which that employee shift preferenced. Employees in this situation may not apply for further shift transfers for a period of one (1) month from the date they are returned.

2. In the event there are shift preference applications to be administered on opposite or adjacent shifts, the following provision will apply:
  - a. Employees will transfer to the opposite or adjacent shift in conjunction with another employee who also has filed a shift preference application from the opposite or adjacent shift. In the event there is more than one employee on each shift to be transferred, the transfers shall be processed in seniority order with the high seniority applicant being allowed to choose from among the available operations, as offered by Management. Subsequent transfers will likewise be administered according to seniority.

- b. At the time of offering, employees are required to accept or reject the possible shift preference opportunities available.
- c. When all applicants have been offered, the applications will be processed in seniority order. Subsequent transfers will likewise be administered according to seniority.
- d. The employees will be informed of their status no later than the following day.
- e. If it is determined that one employee is incapable of performing the operation after the shift preference is exercised, that employee shall displace the lowest seniority employee in that occupational group on the new shift unless a non-transferable opening exists. If the transferred employee is unable to perform that operation, that employee will return to the original shift and shall displace the lowest seniority employee in the occupational group unless a non-transferable opening exists. Employees in this situation may not apply for

further shift transfers for a period of one (1) month from the date they are returned.

3. In the event the conditions stipulated in Section E(1) and E(2) do not exist and it is necessary to displace an employee, the following provision will apply. Employees will transfer to the team within the occupational group with the lowest seniority employee (including employees on leaves of absence) and displace that employee. The transferring employee will be informed of the operation of the lowest seniority employee at the time the transfer is offered. If the transferred employee is unable to perform that operation, that employee will return to the original shift and shall displace the lowest seniority employee in the occupational group unless a non-transferable opening exists. Employees in this situation may not apply for further shift transfers for a period of one (1) month from the date they are returned.

- F. Employees may be granted a change of shift four (4) times per calendar year. It is understood the employee may refuse the shift preference, however, the employee will be unable to exercise shift preference rights for one (1) month.

- G. Employees who have been granted a transfer will not be eligible to exercise a shift preference or be displaced by a shift preference prior to being physically transferred. An employee may not initiate a shift preference until they are physically on the shift they want to shift preference from.
- H. In any emergency that may arise, any shift changes may be made as desired by Management for the duration of the emergency but not to exceed a thirty (30) day period unless extended by mutual agreement. Management will inform the Shop Committee of the circumstances and expected duration of the emergency. At the termination of the emergency or at the expiration of the thirty (30) day period (whichever occurs earlier) or any agreed extension thereof, employees will be returned to their former team.
- I. When new employees are hired, they may be placed on any shift for training purposes until they are able to meet the full requirements of the job, but in no event to exceed thirty (30) days unless extended by mutual agreement.
- J. For the purpose of the administration of these provisions, the occupational group charts attached to the seniority agreement will be utilized.

- K. For the purpose of the administration of these provisions, shift start times that are more than one (1) hour different shall constitute a separate shift.
- L. Employees who transfer pursuant to the local transfer provisions may indicate on the transfer application a desire to exercise their shift preference rights at the time of the transfer. The time limits specified in Paragraphs D and F above, will not be applicable to these employees.
- M. Employees will be allowed to reselect menus in all instances wherein a vacancy is created in the team.
- N. Seniority employees may displace only temporary employees assigned to non-transferable (backfillable) openings.

**Memorandum of Understanding  
Regarding Bumping of Temporary  
Employees Assigned to Backfillable Openings**

In order to ensure fairness and impartiality toward all employees, the seniority employee initiating the shift preference will not be able to select which temporary employee will be displaced. The following guidelines will be used when a temporary employee who is assigned to a

back-fillable opening is displaced on a shift preference:

- Only temporary employees assigned to back-fillable openings may be subject to being bumped via a shift preference.
- The temporary employee with the most recent hire date will be displaced.
- When the hire dates are the same, the employee with the higher GMIN will be displaced.
- All shift preference requests are intra-departmental only.

### **Mutual Trade-Division I**

Temporary trades of shift assignment due to hardship/training conditions will be permitted under the following conditions:

- must be approved by the Shift Leader and District Committeeperson on each affected shift.
- duration two (2) to eight (8) weeks.
- each employee is allowed to initiate one (1) time every four (4) months.
- limited to one (1) per team at a time.

- each employee to assume the EOH status of each other.
- if a shift preference or transfer affects either employee they must both return to their original assignment.
- employee initiating this action is responsible to find an employee agreeable to the trade.
- permitted in employee's occupational group within the department.

## **Division II Provisions**

Active seniority employees who are desirous of changing shifts may make application in writing to their Group Leader for a transfer to the shift of their choice. However, it is understood that prior to the start of a new model, plant rearrangement, conversion, or other major initiatives affecting business conditions, any suspension of shift transfers shall first be discussed and mutually agreed upon by the parties.

Active seniority employees shall be entitled to a shift transfer subject to the following:

- A. Transfers will be made from one occupational group on one shift to the same occupational group on another shift. Employees will be informed of the job and if they accept, will transfer to the job of the



employee they are displacing or the non-transferable job opening as identified.

- B. Employees who make application for shift preference by the end of the shift on Friday (lock down day) will have their applications processed the next week, seniority permitting. The affected employee(s) will be notified of the transfer no later than Wednesday. The associated transfers will take place the first working day of the next week.
- C. In the event two or more applications are received for the same occupational group such applications will be processed in seniority order.
- D. In the event there are shift preference applications to be administered on opposite or adjacent shifts, the following provisions will apply: Employees will transfer to the opposite or adjacent shift in conjunction with another employee who also has filed a shift preference application from the opposite or adjacent shift. In the event there is more than one employee on each shift to be transferred, the transfers shall be processed in seniority order. That is, the highest seniority employee on one shift shall be transferred in conjunction with the highest seniority employee from the opposite or adjacent shift and the subsequent transfers will likewise be administered according to seniority.

- E. In the event there are no shift preference applications to be administered on the opposite or adjacent shifts and it is necessary to displace an employee, the following provision will apply. Employees will transfer to the team within the occupational group with the lowest seniority employee (including employees on leaves of absence) and displace that employee.
  
- F. Employees may be granted a change of shift four (4) times per calendar year. It is understood the employee may refuse the shift preference, however the employee will be unable to exercise shift preference rights for one (1) month.
  
- G. In any emergency that may arise, any shift changes may be made as desired by Management for the duration of the emergency but not to exceed a thirty (30) day period unless extended by mutual agreement. Management will inform the Shop Committee of the circumstances and expected duration of the emergency. At the termination of the emergency or at the expiration of the thirty (30) day period (whichever occurs earlier) or any agreed extension thereof, employees will be returned to their former team.
  
- H. When new employees are hired, they may be placed on any shift for training purposes

until they are able to meet the full requirements of the job, but in no event to exceed thirty (30) days unless extended by mutual agreement.

- I. For the purpose of the administration of these provisions, the occupational group charts attached to the seniority agreement will be utilized.
- J. For the purpose of the administration of these provisions, shift start times that are more than one (1) hour different shall constitute a separate shift.
- K. For the purpose of applying this Agreement the seniority of employees in Division II shall be based on their Skilled Trades date of entry.
- L. Employees attaining Employee-In-Training Seniority status will be combined with Journeypersons in the same occupational group for shift preference purposes.
- M. EIT employees exercise shift preference separately as a group except they may be transferred to any shift not to exceed thirty (30) days for the purpose of training.
- N. These provisions apply to employees engaged in necessary, continuous seven (7) day operations which do not rotate shifts. In the event these employees would rotate shifts these provisions would not apply.

## **Mutual Trade-Division II**

Temporary trades of shift assignments due to hardship/training conditions will be permitted under the following conditions:

- must be approved by the Shift Leader and District Committeeperson on each affected shift.
- duration two (2) to eight (8) weeks.
- each employee is allowed to initiate one (1) time every four (4) months.
- limited to one (1) per trade per team at a time.
- each employee to assume the EOH status of each other.
- if a shift preference or transfer affects either employee they must both return to their original assignment.
- employee initiating this action is responsible to find an employee agreeable to the trade.

This Local Agreement is subject to written notice of ratification to Management by the Local Union not later than October 21, 2022. After notification is received from the Local Union, this Agreement will be effective as provided herein upon approval of the Personnel Staff of General Motors Vehicle Manufacturing, General Motors LLC and the UAW International Union.

**MEMORANDUM OF UNDERSTANDING  
THIRD SHIFT SUNDAY  
NIGHT STARTING TIME**

This Memorandum of Understanding entered into this 20th day of December, 2016 between Local Management of General Motors Vehicle Manufacturing - Fort Wayne Assembly and UAW Local 2209 UAW International Union, for the purpose herein stated.

- A. This Memorandum provides that third shift employees may be scheduled to start their regular working week on Sunday night instead of Monday and end on Friday instead of Saturday. In order that the Working Hours Section of the National Agreement may be applied to such employees equitably with its application to first and second shift employees, the parties hereto agree that in the application of the Working Hours Section and the Holiday Pay Section of the National Agreement, such special shifts which begin before Sunday midnight shall be considered as though such shifts began on Monday and each work day of such special shift shall be considered as though it began on the calendar day following the calendar day on which it actually began. Under current operating conditions, the start time for employees assigned to the Paint and Body Shop shall be 10:18 p.m. on Sunday. The start time for employees assigned to General Assembly shall be 10:30 p.m. on

Sunday. Division II employees shall begin the shift at 11:00 p.m. on Sunday. These start times shall generate the beginning of their respective 24 hour clocks, as it pertains to the Working Hours Section of the National Agreement.

- B. The Sunday on which this Memorandum is implemented for individual employees will not generate overtime premium rates of pay.
- C. The above provisions do not apply to any employees working on necessary continuous seven day operations.
- D. If either party desires to cancel, modify or change this Agreement, it shall, at least sixty (60) days prior to the date when it proposes such cancellation, modification or change become effective give notice in writing of the proposed cancellation, modification or change, to the other party. Within ten (10) working days after receipt of notice to modify or change this Agreement, a conference will be arranged to negotiate the proposal.
- E. This Memorandum of Understanding is subject to written notice of ratification by the Local Union to be given to Local Management not later than January 7<sup>th</sup>, 2017. After such notice is received from the Local

Union by Management, this Agreement will be effective as provided for herein upon approval of the General Motors LLC and the UAW International Union.

In witness whereof, the parties have caused their names to be subscribed by their duly authorized representatives the day and year above written.

United Automobile,  
Aerospace, and  
Agricultural Implement  
Workers of America

Local 2209

UAW Local 2209

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General Motors Vehicle  
Manufacturing

Fort Wayne Assembly

FWA Plant Leadership

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General Motors LLC

General Motors Department  
International Union  
United Automobile, Aerospace,  
and Agricultural Implement  
Workers of America

General Motors Vehicle  
Manufacturing  
HR/Labor Relations  
General Motors LLC



## **TEAM Concept**

During these negotiations the parties dedicated a significant amount of time and effort to the Team Concept Agreement. In this regard, the parties recognize that the future success of Fort Wayne Assembly is dependent upon all team members functioning in accordance with the principles set forth by The General Motors Global Manufacturing System (GMS). Additionally, the joint leadership is committed to operating at world class levels of productivity while continuously improving to keep pace with or exceed industry benchmarks. The parties believe that through the accomplishment of these goals, meaningful job security can be provided to all team members in the plant.

Teams are expected to work together on issues relating to SPQRCE on a daily basis to facilitate the entire organization in accomplishing its business goals. The work assignments and duties should be shared in a practical manner that meets the needs of the team and the business. Team Concept is intended to provide an opportunity for all team members to have input in their work environment. It is recognized that levels of participation will vary on an individual basis.

The parties have reviewed the requirements entailed in GMS and hereby affirm their understanding and commitment to support all the requirements. The parties also recognize that the full implementation of GMS will require changes to the established culture and work environment. The parties will work cooperatively, through the GMS Steering Committee, to facilitate the understanding, acceptance and implementation of GMS.

## **I. Team Support Structure**

The parties have jointly agreed that it is of utmost importance to recognize the commitment of the entire organization and note the availability of the various resources throughout the plant. These resources are noted below.

1. **Joint Activities Committee** - This committee consists of the UAW and Management Joint Activities Representatives, the Plant Director, the Local UAW President, the Personnel Director, the Shop Committee and other appropriate Management Representatives. This committee is responsible to provide guidance among all other local joint activities as specified under the National Agreement guidelines.
2. **Local Apprentice Program** - The duties of this committee are administered by the UAW Apprentice Committee and other appropriate Management Representative(s), as specified in the National Agreement. This committee coordinates and administers the activities of the Apprentice Program.
3. **Work/Family Program** - This committee is comprised of the UAW Work/Family Program Representatives and the Plant Medical Director. Their responsibilities shall be to assist team members with personal problems and to establish and maintain aftercare and follow-up programs. Pursuant to the provisions of the

National Agreement a separate local Work/Family Program Committee will be formed, consisting of the Plant Director or designated representative, Plant Personnel Director, the President of the Local Union and the Chairman of the Shop Committee. It will be the responsibility of this committee to periodically review the local Work/Family Program.

4. **Local Joint Training Program** - This committee consists of the Plant Director, the Personnel Director, the Local UAW President, the Chairman of the Shop Committee, UAW Training Coordinator and the Management Training Coordinator. This committee allocates the payment of joint funding to all training programs that meet Local Joint Fund guidelines and guides the Local Human Resource Development process as outlined in the National Agreement.
5. **Local Suggestion Committee** - This committee is made up of UAW and Management Suggestion Coordinators . Together, these individuals administer the UAW/GM Suggestion Program at the plant level.
6. **Planned Maintenance** - This activity is administered by one Management and one UAW Planned Maintenance Coordinator. These individuals are responsible for the development and coordination of preventive

maintenance at the plant. The Local Joint Activities Committee will review all Planned Maintenance progress at GMS Steering Committee.

7. **Local Agreement Bargaining Committee** - This committee is made up of the Shop Committee and the Management group that negotiated the Local Agreement. The committee will be responsible for enforcing the Local Agreement/National Agreement and resolving contractual related issues that arise.
  
8. **Local Joint Health and Safety Committee** - This committee consists of the UAW Health and Safety Representative(s) and the Safety Department Representative. This committee is responsible for reviewing and tracking plant occupational injuries/illnesses, identifying potential safety problems and advising District Committeepersons and Group Leaders in matters relating to Health and Safety.
  
9. **Plant Safety Review Board** - This committee is co-chaired by the Plant Manager and Shop Chairperson and the membership consists of the Local Shop Committee and members of the Plant Director's staff. The Plant Safety Review Board will meet monthly to review the plant's Health and Safety performance and monitor implementation of Health and Safety programs. The Local Joint Health and Safety Committee will attend all Plant Safety Review Board meetings.

10. **Joint Ergonomics Technician Team (JETT)**  
- The Joint Ergonomics Technician Team will coordinate their efforts through the Local Health and Safety Committee and resources from appropriate departments, e.g. Medical, Engineering, Skilled Trades and Production, will be made available to support the Joint Ergonomics Technician Team. The Joint Ergonomics Technician Team will report monthly at each Plant Safety Review Board and Local Joint Health and Safety Committee Meeting and keep minutes specific to ergonomics.
  
11. GMS Steering Committee - This committee is comprised of UAW and Management GMS Representatives, Shop Committee Chairperson, Shop Committee Members, President of the Local Union, Plant Director's staff, Joint GMS Principle Champions and other members designated as appropriate. This Committee will jointly provide support for the implementation and execution of GMS. This Committee will review progress in GMS activities such as training, problem solving, suggestions, planned maintenance, VPAC, etc. This Committee will resolve any Product Quality Resolution Process concerns per the National Agreement.

## **II. Roles of the Team**

### **A. Teams**

1. It is understood that each team will address issues directly related to the business of the team. Teams are expected to seek solutions that meet the business and people needs. In addition, all team actions must be in compliance with the provisions of the Local and National Agreements. Accordingly, it is recognized that Group Leaders are members of their teams and should provide guidance in these areas.
2. Operation Set-Up and Standardized Work Changes:  
Teams should seek opportunities to improve quality and make jobs easier to perform. These improvements must be in compliance with engineering specifications and proper work methods. Teams will utilize the established processes and procedures to institute facility changes.
3. Division I teams will be comprised of Team Members, Team Leaders, Replacement Operators, Leave of Absence Operators and Group Leaders. Teams may or may not have an assigned Replacement Operator.
4. Division II teams will be comprised of all hourly rated team members in the Skilled

Trades classifications (including working Team Leaders) and Group Leaders.

5. It is recognized that team size within a department will normally be balanced equally except in cases where team function or geographics make balancing inappropriate. In Division I, teams are sized to allow adequate performance of the Team Leader and Team Member, generally 4-6 team members in production on a moving assembly line; however, may vary across the plant to meet business needs.

In areas where Management deems it necessary/desirable to have production teams made up with more than 4-6 Team Members, the District Committeeperson, Zone Committeeperson, Group Leader and Departmental Shift Leader will meet to discuss alternatives. Similar issues involving Material or Quality teams may be addressed in the same manner. The immediate goal of this language is to allow the GMS concept to succeed. Managing the size of a team will provide more opportunities for the Team Leader to function as outlined in the GMS process. Similar issues involving Material or Quality teams may be addressed in the same manner.

## **B. Skills of Team**

**The following skills were jointly developed to enhance team performance:**

- 1. Integrity**
- 2. Communication**
- 3. Customer Focus**
- 4. Problem Solving**
- 5. Action Oriented**
- 6. Conflict Resolution**
- 7. Functional Expertise**

\* The parties devoted a significant amount of discussion to the application of the Team Concept provisions to Division II. The parties agreed that many of these provisions directly apply to Skilled Trades and some of the provisions indirectly apply to Skilled Trades. Team Concept provisions designated with an asterisk (\*) are applicable to Division I only.

## **C. Team Member**

In order to provide for more effective teams and a successful organization, the following Team Member roles and responsibilities were jointly developed. They are subject to continuous improvement based on joint agreement between the parties.



## **1 SAFETY:**

- 1.1 Follow all safety, evacuation and take shelter procedures.
- 1.2 Safety concerns should be raised following the proper escalation procedure which is the Employee Safety Concern Process.
- 1.3 Wear personal protective equipment and mutilation protection in the prescribed manner.
- 1.4 Know the location of all emergency items such as defibrators (AED), eye wash and run-stop buttons.
- 1.5 Perform start of shift PMP checks and sign in sheets.
- 1.6 Keep all tools, materials, equipment and other items in designated locations.
- 1.7 Maintain a clean work area. Ensure everything follows work place organization standards. While the in-plant service provider is responsible for deep cleaning of team rooms, employees are required to clean up after themselves.
- 1.8 Take an active part in determining the root cause and in implementing corrective measures in regards to safety and ergonomics.
- 1.9 Know the plant emergency phone number (6911).

## **2 PEOPLE:**

- 2.1 Communicate with Team Leader and other Team Members (provide feedback on S.P.Q.R.C.E.).
- 2.2 Attend all required training (safety, GMS, etc.).
- 2.3 Assist in training other Team Members as required per the JIT process.
- 2.4 Provide input during team meetings.
- 2.5 \*Follow the job rotation schedule determined by the team.

## **3 QUALITY:**

- 3.1 \*Know and follow all Product Quality Standards listed for each operation you are trained on.
- 3.2 Follow the work sequence as outlined on the posted standardized work(SOS/JES and/or STS/TIS). Should there be a line stoppage, complete all standardized work.
- 3.3 \*Recognize an "out of standard" condition and signal for help utilizing the Andon system.
- 3.4 Participate in standardized work development, SOS/JES and/or STS/TIS.
- 3.5 Participate in the problem solving process.
- 3.6 Provide information during layered audits.

3.7 Sign-in/out log sheet whenever you leave the operation and are replaced by another operator, e.g. start of shift, break time, etc.

#### **4 RESPONSIVENESS:**

4.1 \*Verify that the material as positioned matches the material label and report any abnormalities to the Team Leader. Order material, as required, through the approved re-order process.

4.2 Perform required checks in accordance with jointly developed PMP process.

4.3 \*Inform the Team Leader when part inventory is outside of the min/max level.

4.4 Assist in resolving any throughput constraints.

#### **5 COST:**

5.1 Identify ways to eliminate waste.

5.2 Participate in the Continuous Improvement Process.

#### **6 ENVIRONMENT:**

6.1 Conserve energy and minimize waste.

6.2 Recycle all non-productive material, as required (e.g. caps, dunnage, tie bands, plastic, etc.).

## **D. Team Leader**

The parties have agreed that Team Leaders play a significant role in the Team Concept. Accordingly, the following roles and responsibilities that support SPQRCE have been established. They are subject to continuous improvement based on joint agreement between the parties. Additionally, it is Management's intent to keep the Team Leader off the line as much as practical.

### **1 SAFETY:**

- 1.1 Know and train Team Members on Employee Safety Concern Process (ESCP).
- 1.2 Follow all safety, evacuation and take shelter procedures.
- 1.3 Safety concerns should be raised following the proper escalation procedure which is the Employee Safety Concern Process.
- 1.4 Wear personal protective equipment and mutilation protection in the prescribed manner.
- 1.5 Know the location of all emergency items such as defibulators (AED), eye wash and run-stop buttons.
- 1.6 Keep all tools, materials, equipment and other items in their designated location. Apply work place organization (WPO) and visual controls for designated locations.
- 1.7 Maintain a clean work area including Team Room. Maintain WPO to the plant standard and contribute ideas for improvement. While the in-

plant service provider is responsible for deep cleaning of team rooms, employees are required to clean up after themselves.

- 1.8 Take an active part in determining the root cause and in implementing corrective measures in regards to safety and ergonomics.
- 1.9 Know the plant emergency phone number (6911).
- 1.10 Complete or relieve team safety representative to perform weekly safety observation tours (SOT) and countermeasure opportunities, participate in incident investigations and attend safety related meetings for the team.

## **2 PEOPLE:**

- 2.1 Communicate with Group Leader and other Team Members (provide feedback on SPQRCE)
- 2.2 Attend all required training (safety, GMS, etc.).
- 2.3 Train Team Members using the Job Instruction Training process (JIT) and update the flexibility chart.
- 2.4 Coordinate development of and post the job rotation schedule for the team.
- 2.5 Utilize standard agenda to lead team meetings.
- 2.6 Maintain team level BPD board and review during team meetings and other scheduled reviews.
- 2.7 Provide absenteeism support to adjacent teams in Group Leader area. Provide excessive absentee coverage, emergency relief and coverage for committee calls. Provide coverage for team representatives to perform team duties.

2.8 Lead the problem solving process for your team.

### **3 QUALITY:**

3.1 \*Know and train all Product Quality Standards in your team and be sure these are reflected in standardized work.

3.2 \*Respond to andon and correct out of standard conditions.

3.3 Coordinate development of standardized work for all functions in your team (SOS/JES or STS/TIS) with input from the team and all shifts using the Plant Change Control Process.

3.4 Participate in and conduct layered audits.

3.5 Maintain Quality Focus Checks per procedure developed.

3.6 Train Team Members on standardized work (SOS/JES and/or STS/TIS).

### **4 RESPONSIVENESS:**

4.1 \*Respond to part inventory levels outside of min/max limits.

4.2 Ensure all repair & in-process parts are in their designated storage location and follow FIFO.

4.3 Perform standardized work in accordance with jointly developed PMP process.

4.4 Assist in identifying and problem solving throughput constraints and lead the TIP (throughput improvement process) for your team.

4.5 Train Team Members on FIFO techniques and monitor min/max procedure.

## **5 COST:**

- 5.1 Lead the waste elimination process (5S, etc.) for your team.
- 5.2 Periodically review weekly indirect material needs (gloves, etc.) and adjust as necessary.
- 5.3 Identify and problem solve ways to eliminate scrap and follow scrap RSCM and salvage process.

## **6 ENVIRONMENT:**

- 6.1 Conserve energy and minimize waste.
- 6.2 Recycle all non-productive material, as required (e.g. caps, dunnage, tie bands, plastic, etc.).

## **7 Additional Team Leader Guidelines:**

7.1 Department or plant wide Team Leader Meetings will be conducted on each shift when it is jointly determined that there is a need to convene a meeting. This meeting will be attended by Team Leaders and appropriate Management and Union Representatives. This meeting will provide an opportunity for an exchange of information between all levels of the organization.

7.2 It is understood that the current practice regarding working Team Leaders in Maintenance, Quality, Final Process, Paint Support and Material will continue.

## II. Team Meetings

- A. The Union and Management agreed that team meetings are a good opportunity to exchange information, discuss team business and resolve team concerns. Accordingly, items to be discussed during team meetings are to include:
1. Selection of team representatives
  2. Solutions to team quality problems
  3. Methods of reducing operating costs
  - 4.\* Suggestions for improving operation set ups
  5. Reports from team representatives
  6. Means of achieving production goals
  7. Future plans and events
  8. Safety and ergonomics
  9. Team level BPD review
- B. Team meetings will be conducted on a regular basis, the 1<sup>st</sup> and 3<sup>rd</sup> week of each month during straight-time hours and attendance will be mandatory.
- C. Team meetings will not be used to circumvent the grievance procedure or any other provision of the Local or National Agreement. Contractual issues such as DLO's and Paragraph 78 grievances will not be discussed during team meetings. No team rules or policies will conflict with or infringe



on employees' rights according to the Local or National Agreement.

- D. Other members of Management and Union representatives may be requested to attend team meetings as a resource for the team. Teams requesting these individuals to attend are encouraged to make their requests far enough in advance in order not to create a conflict of schedule.

### **III. Team Representatives**

#### **A. Selection of Team Representatives**

It is beneficial that each Team Member participate in the team's responsibilities. These representatives and the duration of their assignments (except as indicated below) will be determined by the team.

Quality Representative: Teams will select a Team Member to function as the Team Quality Representative. This individual will represent the team at departmental quality related meetings. Quality Representatives will be responsible for quality related feedback to and from their teams, vendors, dealers, etc. as may be appropriate.

Safety/Ergonomics (12 month duration): Teams will select a Team Member to function as the Team Safety Representative. This individual will perform weekly safety observation tours (SOT) and countermeasure opportunities, participate in incident investigations and attend safety related meetings for the team.

Safety Star (12 month duration): Refer to Memorandum of Understanding regarding Safety Representative, Safety Star and Leadership Definitions, Roles and Responsibilities.

Recording Secretary: Teams will select a Recording Secretary to maintain the following records:

- a. Team meeting agenda
- b. Team meeting minutes
- c. Other records as needed by the team

Vacation Representative (12 month duration): Teams will select a Team Member to function as the Team Vacation Representative. This individual will adhere to the Vacation Procedure as outlined in the Local Agreement. Furthermore, this Team Member will manage vacation requests and

concerns within the team and escalate as necessary.

Vacation Star (12 month duration): Refer to Memorandum of Understanding regarding Vacation Representative and Vacation Star Roles and Responsibilities.

Other team representatives required for the team to achieve SPQRCE objectives will be jointly identified and implemented as needed.

1. In the event no one is selected to perform any of the above functions, that function shall be performed by the Team Leader.
2. In the event one of the above noted team representatives is unable to attend a meeting associated with the representative's position an alternate representative will be sent to the meeting.

## **MEMORANDUM OF UNDERSTANDING TEAM LEADER SELECTION**

Prior to being awarded a Team Leader posting, the high seniority applicant must meet the minimum criteria and successfully complete the Team Leader Selection Process as outlined below:

**Minimum Criteria:** The applicant must be able to perform, with or without reasonable accommodations, the essential functions of the Team Leader role. If the applicant is ineligible to be considered for the immediate posting for this reason, they remain eligible to post for future Team Leader openings.

The applicant will be required to pass the following:

- A. Math test – assesses the applicant’s ability to perform basic math functions
- B. Written test – assesses the applicant’s knowledge of GMS principles and other business fundamentals
- C. Interview - assesses the applicant’s knowledge and use of GMS principles, which may include but are not limited to team level BPD board review and ability to run an effective team meeting

## Selection Process:

The applicant must score at least 70% on each test. If the applicant does not pass one or more tests on their first attempt, they may retake the test(s) once on company time. If necessary, the applicant may take the test(s) for a third time on their own time. Regardless, all testing must be completed within one (1) week of the first attempt. If the applicant passes all selection tests on their first, second or third attempt, they will be awarded the job pursuant to the applicable provisions of the Local Seniority Agreement. If the applicant does not pass one or more tests after three attempts, they will not be eligible for the immediate posting and may reapply for future Team Leader openings. Once the Team Leader candidate fails the test three times, they must test on their own time for their remaining tenure at Fort Wayne Assembly. The immediate posting will be awarded to the applicant who is next-in-file, contingent upon successful completion of the Team Leader Selection Process.

Division II Team Leaders will be selected in seniority order for a minimum six (6) month term. In the event no higher seniority Division II Team Member expresses interest in the Team Leader position the low seniority employee will be forced into the position for a six month term. At the end of the term, the selection process will resume from the position where the current team leader was selected.

**MEMORANDUM OF UNDERSTANDING  
TEAM LEADER DE-SELECTION  
PROCESS**

The following process will be used by both Division I and Division II in the event the Team Members or Management have concerns about the performance of the Team Leader:

1. Concerns should first be brought to the attention of the Group Leader. The Group Leader will involve the District/Zone Committeepersons and Shift Leader. These parties will meet with the Team Leader to address and document issues in relation to their roles and responsibilities. The Team Leader will be given specific measurable action item(s) and associated timing for completion.
  
2. If the documented issues are still not satisfactorily resolved, the Shift Leader, District/Zone Committeepersons and Labor Relations (if requested) will review the facts of the case (i.e. performance to action items) and render a decision to either remove or not remove the impacted Team Leader within one week of such review. The decision will be at Management's discretion. If the Team Leader is removed from their position, they will be ineligible to apply for another Team Leader position for a period of one (1) year. The Team Leader will be placed according to

Section VIII(C)(7) of the Local Seniority Agreement.

3. Should there be joint agreement to waive steps 1 and 2 above and allow the employee to self- disqualify, the employee will relinquish their right to be a Team Leader for the remainder of their tenure at Fort Wayne Assembly. This process will be administered by Employee Relations and the employee will be required to sign a memorandum.
4. After one (1) year, at the request of the disqualified employee, an appeal process may be conducted with Employee Relations, the District/Zone Committeepersons and a Shift Leader, who are satisfied that previous concerns have been corrected, the employee will then be eligible to post for a Team Leader opening.

**MEMORANDUM OF UNDERSTANDING**  
**SAFETY REPRESENTATIVE, SAFETY**  
**STAR AND LEADERSHIP**  
**DEFINITIONS, ROLES AND**  
**RESPONSIBILITIES**

Operational Definition:

To promote and ensure that all Team Members know and apply the safety policies of General Motors thereby maintaining a link between the Teams, Departmental Leadership and the Safety Department.

Team Safety Representative Definition:

- Chosen by the Team
- The duration of a Team Safety Representative assignment is one (1) year by seniority on a rotational basis
- If no Team Member is chosen, the responsibilities of the position default to the Team Leader

Responsibilities include:

- Promote a positive safety culture in your team by exhibiting proper safety behaviors
- Know and coach Team Members on the Employee Safety Concern Process (ESCP)
  - Assist and ensure the tracking and escalation of the teams' open Employee Safety Concerns at Level 4 and Level 2
- Attend required safety trainings/classes/meetings
- Perform weekly Safety Observation Tours (SOT) and/or Safety Conversation Tours (SCT)



- At Team Meetings, report out all safety information, Safety Talks and escalated Employee Safety Concerns, Leadership SOT findings, etc.
- Encourage submission of safety suggestions

Group Leader Area “Safety Star” Definition:

- Chosen within the group from the already selected Safety Representatives in the Group Leader Area.
  - In general, one (1) per Group Leader area unless otherwise determined between the parties
- The Safety Star will be assigned based on a voluntary basis in the Group Leader’s area
  - If there is more than one volunteer, the Team Safety Representative with greatest seniority date will be assigned
- The duration of a Safety Star assignment is one (1) year by seniority on a rotational basis

Responsibilities:

- These responsibilities are in addition to the above-mentioned Safety Representative responsibilities
- Must maintain a positive attitude as it relates to the safety processes
- Attend Monthly Departmental Safety Star meeting with Shift Leader

- Will have GM email access to receive departmental end of shift notes to review safety communications
- Report out safety opportunities from the countermeasure tracking sheet at Level 4 that are older than 30 days at Safety Star meetings
- Participate in Leadership Safety Observation Tours that occur in represented Group Leader area
- Monitor open Employee Safety Concerns, Safety Observation Tours and countermeasures ensuring they are completed timely within the group or escalated to the monthly Safety Star meeting
- Coordinate recognition events for Team safety improvements/milestones
- Failure to comply with these responsibilities can result in removal from the position. It is understood this process will mirror the Team Leader De-Selection Process

Local Joint Health and Safety Committee (LJHSC) Responsibilities:

- Defined as UAW Health and Safety Representatives and GM Safety Department
- Oversight of the Safety Star Process
- Support all activities related to Safety Representatives and Safety Stars

Monthly Departmental Safety Star Meetings with Shift Leader Minimum Requirements:

- Begin meeting with Safety Message
- Monthly Safety Talk review/explanation
- Open Employee Safety Concerns, Leadership SOT findings, safety items found on countermeasure tracking sheets at Level 4 older than 30 days and escalate as needed.
- Determine PSRB Participant for next PSRB Meeting
- Roundtable

**MEMORANDUM OF UNDERSTANDING**  
**TEAM VACATION REPRESENTATIVE AND**  
**VACATION STAR**  
**DEFINITIONS, ROLES AND**  
**RESPONSIBILITIES**

Operational Definition:

To promote and ensure that all Team Members know and apply the guidelines outlined in the Vacation language according to the Local Agreement.

Team Vacation Representative Definition:

- Chosen by the Team
- The duration of a Team Vacation Representative assignment will last no more than one (1) year to be determined during the last Team Meeting in September of each year.
- If no Team Member is chosen, the responsibilities of the position default to the Team Leader

Responsibilities include:

- Adhere to the Vacation Procedure as outlined in the Local Agreement

Group Leader Area “Vacation Star” Definition:

- Chosen within the group from the already selected Vacation Representatives in the Group Leader Area.
- The duration of a Vacation Star assignment will last no more than one (1) year to be determined during the first Team Meeting in October of each calendar year.
  - If there is more than one volunteer, the Team Vacation Representative with greatest seniority date will be assigned
- An alternate/secondary Vacation Star will be chosen during the first Team Meeting in October of each calendar year. The purpose will be to serve as a Secondary approver in the event the Primary Vacation Star is unavailable.

Responsibilities:

- These responsibilities are in addition to the above-mentioned Vacation Representative responsibilities
- Must be capable, willing and knowledgeable of Local Agreement Vacation Language AND the HCC.gm.com scheduling system.
- Attend Monthly Departmental Vacation Star meeting with Business Manager/Shift Leader

- Will have 'Primary or Secondary' approver access to HCC.gm.com for the purpose of approving vacations for the Group Leader area.
- Must maintain a positive attitude and exhibit integrity at all times.
- Failure to comply with these responsibilities can result in removal from the position. It is understood this process will mirror the Team Leader De-Selection Process

Mr. Richard LeTourneau  
Chairperson  
UAW Local 2209  
Roanoke, Indiana 46783

Dear Mr. LeTourneau:

During the course of 2011 Local Negotiations, job rotation was a major topic of discussion. The parties recognize that rotation is an element of GMS and the full implementation of GMS is an obligation outlined in both, the current Local Agreement and our UAW/GM National Agreement.

The parties also acknowledge that during the 2011 agreement, Ft. Wayne will be engaged in the successful launch of the K2xx next generation truck. As a result of the complexity and critical nature of the launch, the parties agree to a phased in approach to the implementation of certain GMS elements. During and immediately following the launch process, the parties will focus on a variety of GMS elements, but the implementation of job rotation will be delayed due to the extensive training and potential impact on launch activities.

Therefore, the parties will agree upon guidelines and implement job rotation as voted on by the Team Member. Implementation will commence at the start of the 2015 model year or no later than July 7, 2014.

Jeffrey G. Sorensen  
Personnel Director  
GM – Fort Wayne Assembly

## **LOCAL VACATION PROCEDURE**

\*Also applies to Division II

In accordance with Paragraph 202 of the National Agreement, Management is responsible for developing the plant's Local Vacation Time Off Procedure. These guidelines are as follows:

\*A. Employees wishing to schedule vacation up to the vacation pay allowance entitled, should log into HCC.gm.com and request vacations through the electronic vacation scheduling system. Exceptions can be made when employees are unable to utilize the electronic system.

The District Committeeperson and Business Manager will meet to discuss the appropriate process for employees who cannot use the system up to and including providing written request to the Vacation Representative or Group Leader. The Vacation Representative or Group Leader will enter the requested vacation on behalf of the employee and provide them with a printed receipt. The Vacation Representative roles and

responsibilities can be referenced in the Team Concept section of the Local Agreement.

\*B. To allow for efficient vacation planning, an application period will commence on February 1st and remain open through the end of the shift on the last working day of February each year.

Applications received during this period should be for vacation time off beginning the first full week of May of the current calendar year as follows:

2022: From May 2, 2022 to April 30, 2023

2023: From May 1, 2023 to May 5, 2024

2024: From May 6, 2024 to May 4, 2025

2025: From May 5, 2025 to May 3, 2026

### **During Application Period**

\*C. Vacation requests received **during the application period** will be administered using a common process in all production departments in the following manner:

1. In Division I, plant seniority by Group Leader area will be used to determine vacation approvals when conflicts arise.



2. The allotment calculation for prime and non-prime time is based on each department's required to run employee count (this number does not include Replacement Operators). During the non-prime time days, the percentage of each department will be nine (9.0) percent, and during prime-time days, will be sixteen (16.0) percent.

Additionally, scheduling of vacation through the application period will be processed by the respective team or department Vacation Representative. Vacation time off for District Committeeperson(s) and employees assigned to non-traditional work assignments will not count against the vacation allotment.

Based on the number of vacation applications received during the vacation application period, the vacation percentage for the primetime vacation period (Memorial Day through Labor Day and the month of November) will increase to (16) percent of each department's total population (less

Replacement Operators). To accomplish this, the parties agree to jointly submit a request to hire the necessary number of temporary employees. Upon approval by the National Parties, these temporary employees may be assigned to any department and shift as required to accommodate this increase.

3. In line with Paragraphs 191 and 194, employees may only apply for up to their maximum vacation entitlement per the National Agreement (VP, VR, and earned ATO will be processed equally) during the application period; however, employees may indicate first, second or third choice.

VR/ATO will be allowed to be scheduled only in 8-hour increments in the electronic system. Any desire to utilize four (4) hours VR/ATO must be communicated to the Group Leader during the week encompassing the schedule day off.

During the vacation application period, the electronic system will allow an employee to request above their allotment when selecting their 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> choice. After the vacation sign

up period, the employee can only request up to their available vacation allotment.

4. For scheduling purposes only, the following priority will be given to each application. During the sign-up period, vacations will be approved in seniority order. Full week requests have priority over partial weeks. Denied requests turned in during the application period will be placed in seniority order on a rejected list (formerly known as the pending list) to be processed first in the event openings occur. Vacations granted may not exceed the established limit per department.

Note: In accordance with the National Agreement, for employees with three (3) years but less than five (5) years (100 hours entitlement) and for 10 years but less than 15 years (140 hours entitlement) the four (4) hours left over after all hours have been used can be used for a pre-approved full day off.

5. During the vacation application period, if a Group Leader area has more requests than they can fit in their designated

allotment, and a Group Leader within the same department has open slots available, the Group Leader area with the overage will be allowed up to two (2) additional approvals from their rejected list (formerly known as the pending list) – as long as the Group Leader within the same department with the shortage shifts those unrequested slots from the rejected list (formerly known as the pending list). As a result, the number of allotted slots per department remains the same.

For example: Group Leader A has five (5) slots, and eight (8) requests. This puts three (3) requests on the rejected list (formerly known as the pending list). Group Leader B has five (5) slots and three (3) requests, leaving two (2) slots available in seniority order.

Group Leader A will move the two (2) rejected individuals to the two (2) slots available from Group Leader B.

Vacations granted may not exceed the established limit per department.

6. A Saturday following a Friday vacation applied for during the application period will be considered optional. The

employees' decision not to work Saturday must be communicated prior to the end of shift on Wednesday of the week containing the scheduled Saturday.

When applying for a Saturday only during the application period, the Saturday will only be granted after the Friday requests are processed. For scheduling purposes only, Saturdays approved during the vacation application period requires eight (8) hours of vacation entitlement to hold the Saturday. The use of vacation hours will remain the option of the employee. During the week of the time off, the employees' decision to use vacation hours for the Saturday should be communicated to the Group Leader by the employee.

7. Providing Management receives the necessary vacation replacement approval by April 1st, the applications received will be returned by the second Monday in April of each year with priority given to requests for time off for the first two full weeks in May. Applications for

employees assigned to Department 38 will be processed by the UAW Manpower Coordinator(s) and a Management designee.

8. Approved vacations can be viewed by all employees through the Hourly Communication Channel (HCC). Employees may request their Group Leader or Vacation Representative to print a copy.
9. Applications for those employees normally scheduled to work during the Plant Vacation Shutdown must be processed in accordance with the National Agreement.
10. Per the National Agreement, Full-Time Temporary Employees who work at least 120 continuous days, but do not exceed twelve (12) continuous months, will be eligible for sixteen (16) hours of paid time off and twenty-four (24) hours of unpaid time off of work per calendar year. Temporary employee who work greater than twelve (12) continuous months, but less than thirty-six (36)

continuous months, will be eligible for forty (40) hours of paid time off and twenty-four (24) hours of unpaid time off each calendar year. This must be scheduled in advance and approved by management. Any remaining balance of unused time will not carry-over into the following year.

### **After Application Period**

\*D. Vacation requests received **after the application period** will be processed on a first come first served basis and approved only if there is an opening available within the department using a minimum of 9% or the number of slots that were approved during the application period. Applications received for the following day must be submitted by the end of the shift. Employees needing to request late in the shift should notify their Vacation Representative or Group Leader so the request can be reviewed in order to give a response prior to leaving the plant.

The Hourly Communication Channel will be checked daily by the Vacation Representative for new requests or rejected requests requiring

decision. Management will also provide oversight to the system. Vacations will be approved, denied, or placed on the rejected list (formerly known as the pending list) as they are received.

Departmental vacation planning meetings are to be held on a weekly basis open to one (1) team Vacation Representative per Group Leader area on a rotating basis. The Business Manager will canvas their Vacation Representatives weekly to determine whether there is a need for a meeting. Furthermore, any deviation or violation in the frequency of meetings will be brought to the attention of the Shift Leader for immediate resolution.

Vacation requests for Saturdays after the vacation application period will be processed on a first come first serve basis. For scheduling purposes only, Saturdays approved after the vacation application period require eight (8) hours of vacation entitlement to hold the Saturday. The use of vacation hours will remain the option of the employee. During the week of the time off, the employees' decision to use vacation hours for the



Saturday should be communicated to the Group Leader by the employee.

A master vacation chart indicating the approvals during the year through the designated date of the following year will be made available in each Group Leader area.

\*E. Following are the vacation cancellation guidelines:

1. Cancellations on previously approved days can only be processed by the employee's Vacation Representative or Departmental Leader and should be communicated as soon as possible. If a vacation is canceled, the slot will not be forfeited and an employee from the rejected list (formerly known as the pending list) will be moved up.
2. Employees who do not cancel vacation and report to work on a scheduled and approved vacation day, when a rejected list (formerly known as the pending list) exists, will be sent out.

3. In the event an employee has been permitted to return from vacation early, that employee will be required to work the duration of the vacation.

\*F. Employees may exercise the right not to receive vacation pay at the time of their vacation under the applicable provisions of the National Agreement.

\*G. These guidelines are based on present operating conditions. If conditions necessitate changes, these will be discussed with the Shop Committee prior to implementation. A memorandum identifying these revisions will be posted as required.

**\*H. The following additional guidelines are applicable to Division II vacations:**

1. Each department will approve vacations up to a departmentally established number per trade. This number will be shared with the Union and will continue to be the minimum number of vacations approved in that vacation year.
2. Vacation status can be viewed by all employees through the Hourly Communication Channel (HCC), and

employees may request their leader or  
Vacation Representative to print a copy.

3. A calendar will be jointly reviewed to determine how any rejections can be minimized.
4. If necessary, the parties will explore mutually agreeable initiatives to increase the number of vacations during prime times.
5. Those employees rejected will be given an opportunity to schedule their rejected vacation on remaining open days.
6. Seniority by trade will be used to determine approval when conflicts arise.

DIVISION I  
SUMMER REPLACEMENT OPERATORS  
FOR SUPPORT AREAS

After the vacation approval period, this procedure will be implemented to obtain vacation coverage in the following support departments:

Material  
Quality  
Final Process  
Paint Support

Division I employees wishing to perform summer vacation coverage may apply during the specified application period. Support department employees (including Leave of Absence Department employees in the above support departments), are ineligible to apply. Team Leaders will be eligible to apply for temporary summer jobs but it is understood that during their temporary summer assignment they will receive the team member rate of pay. Employees should prioritize each of the applications submitted indicating which department and shift they prefer. Applicants capable of performing the work will be selected on the basis of their plant seniority.

Once selected, the employee will be placed on a temporary basis in the appropriate support department at high hours for equalization purposes (hour totals of appointed representatives will be disregarded). These transfers will be in advance of the actual vacation period to provide time for sufficient training to assure the applicant selected can perform the operation(s) in a safe and quality manner. Should there be an insufficient number of applicants, the remaining openings will be filled with temporary summer employees. Employees so transferred will not gain seniority, cannot shift preference, and will only return to the original department, team and operation(s) at the conclusion of the assignment. Upon returning to the original equalization group, the employee will receive the hours equal to the employee in the group who has the same relative position as the returning employee had at the time of the temporary assignment. Employees accepted for these vacation assignments will not be eligible for any additional transfer opportunities for the duration of the assignment. It is understood that the employee transferring from a production department may be placed on an operation

other than that of the vacationing employee, due to the complexity of the operation.

In addition, vacation time off and leaves of absence previously approved will not be honored for these employees while on the summer assignment.

## DIVISION I SUMMER/TEMPORARY REPLACEMENTS

Production department employees wishing to be vacation replacements need to make their wishes known to their Group Leader.

Employees will be selected on the basis of plant seniority. If an insufficient number of employees for these assignments are identified, temporary summer employees may be placed directly in the areas where needed.

If during the period of time summer employees are in the plant and it becomes necessary to determine daily job assignments, Management will give seniority employees preference over temporary replacement operators. It is understood that this practice will involve minimal training only and cannot impair the efficiency of the operations

August 1, 2013  
Mr. Richard LeTourneau  
Chairperson  
UAW Local 2209  
Roanoke, Indiana 46783

Dear Mr. LeTourneau:

During the course of the 2011 Local Negotiations, the continued usage of ATO (Additional Time Off) and VR (Vacation Restricted) hours in four-hour increments was a major topic of discussion. As a result of these discussions, it is agreed that Management will continue the current practice of allowing employees to utilize additional time off (ATO) and Vacation Restricted (VR) in four (4) hour increments. The use of both ATO and VR hours will be accomplished providing the absence is for 4 continuous hours and is scheduled in advance.

Jeffrey G. Sorensen  
Personnel Director  
GM – Fort Wayne Assembly

**MEMORANDUM OF  
UNDERSTANDING  
PRODUCTION MAINTENANCE  
PARTNERSHIP (PMP)**

During the current local negotiations, the parties discussed the implementation of Document 157 of the National Agreement.

In each department a standardized work, “PMP Checklist” of tasks will be jointly developed by the appropriate personnel (e.g. Production, Maintenance, Health & Safety, Quality, Material, Engineering, Supervision , Equipment Suppliers, etc.). The PMP checklist will identify tasks an operator will perform such as: routine inspection, checking for normal and abnormal equipment conditions, cleaning, wipe downs, adjusting, using tools to address out-of-standard conditions and perform repetitive activities (including incidental work that can be safely performed by the operator, e.g. changing weld caps, etc.) as specified, and reporting of problems to Maintenance.

In this regard, the joint parties are committed to comply with the provisions of Document 157 of the National Agreement and its full implementation.



## **MEMORANDUM OF UNDERSTANDING MAXIMO**

In order to support continuous improvement in the MAXIMO program, PM review should be a focus of team members and support personnel.

## **MEMORANDUM PRODUCT QUALITY**

During the course of these negotiations both parties agreed customer satisfaction as measured by the customer's perception of product quality, reliability and value is a key issue in job security at Fort Wayne Assembly.

To assure we successfully meet the competitive challenge in this endeavor joint commitments were reinforced supporting the GMS, product quality resources, and quality assurance systems.

First and foremost the responsibility for quality lies with each and every employee doing their job to the best of their ability. However, the parties recognize that a comprehensive quality strategy is necessary to assure these efforts lead us to our desired goal of customer satisfaction.

In the area of GMS, the process will continue jointly on a local level and top Management

and Union leadership support of the Operating Philosophy. The UAW and Management GMS Representatives will continue to function on a local level to coordinate the overall activity.

The Employee Quality Concern Procedure will follow this memorandum. Also employees should reference the Team Concept section regarding quality to gain a better insight on the team's responsibilities in this area.

Quality assurance systems will continually be evaluated to control our process and drive our problem solving activities. One example in this regard is Customer Acceptance Review and Evaluation (C.A.R.E.) The C.A.R.E Program was jointly developed as an interim process to address customer concerns with our vehicles and thereby, to assist with our effort to improve customer satisfaction. It is intended that the information for this process will drive quality improvements and as it does, C.A.R.E. will be evaluated as to its effectiveness and need for continuation.

We will achieve our goal of customer satisfaction through these joint efforts as we strive for continuous improvement regarding product quality. The procedure to address product quality concerns is outlined in Document 40 of the National Agreement.

**MEMORANDUM OF  
UNDERSTANDING  
REGARDING OUTSIDE SUPPLIER  
QUALITY**

To ensure vendor quality, it is necessary and desirable to have supplier and vendor representatives in the plant. When they are present they are to assess the acceptability of the parts, perform minor repairs on-site and when required sort their parts. This work is not to be performed for more than six (6) consecutive production shifts (based on current three-shift operation), unless agreed to between the parties. Under no circumstances will a vendor perform work on parts in the production process, to include Final Process.

When an outside supplier is required, it will be communicated as soon as possible to a member of the Shop Committee and to the Supplier Action Center (SAC) group. Additionally, the Parties will develop a process to identify outside vendors following ratification of the Local Agreement.

Management will continue to notify the Union when outside contractors, vendors and /or suppliers are allowed in the plant to perform work. Additionally, the practice of requiring visitors to sign in and out with security will continue.

## HEALTH & SAFETY

During the course of these discussions, the parties reexamined various health and safety issues. The parties reaffirm their obligation to cooperate in maintaining and improving a safe and healthful working environment.

To further the overall safety effort within the plant, the parties recognize that:

1. The team Safety Representatives should take an active role in assessing their work area for safety problems. These representatives should initiate and follow up with probable solutions. Further, the team Safety Representative will ensure that safety talks and other related information are scheduled for discussion with all team members during team meetings. During departmental team safety meetings, a representative will be selected to take minutes of these meetings for distribution to appropriate personnel, including the local joint Health and Safety Committee.
2. The majority of employee health and safety concerns should be effectively resolved through thorough discussion with the Group Leader.
3. The local Health and Safety Committee will act as a resource to the teams, Group Leader and Committeeperson on matters in which solutions are not immediately

recognized, or safety policy or regulation is in question.

4. The Health and Safety training mandated by UAW-GM requirements, the Local Joint Health and Safety Committee, and governmental regulations (laws, standards and agency guidelines) will be scheduled as necessary. Time will be made available and employees will attend and actively participate in these classes as required.
5. Teams should reference the Team Concept section for additional responsibilities regarding Safety and Ergonomics.

## **MEMORANDUM OF UNDERSTANDING REGARDING HIRING OF REPLACEMENT EMPLOYEES**

In view of the significant lead time required to hire and complete the orientation of replacement employees for the plant, the parties have agreed to be more proactive in regard to determining the timing of submitting requisitions.

As a result, it was agreed that a monthly meeting will be held involving the Lead Area Manager, General Supervisor of Employee

Relations, Chairperson of the Shop Committee and the UAW Manpower Coordinator, to review all relevant data and to discuss manpower needs for the plant. Consideration will be given to contractual obligations, as well as the current and future projected manpower needs.

**MEMORANDUM OF  
UNDERSTANDING  
REGARDING THE LEAVE OF  
ABSENCE POOL**

For the purposes of determining the appropriate size of the Leave of Absence Group to replace employees on leaves of absence, the parties have reached the following understanding:

The calculation will include the number of employees on Sick Leaves, Pending Leaves, Informal Leaves, Formal Leaves, Long Term Military Leaves, Educational Leaves and Family Medical Leaves in those departments where Leave of Absence employees are utilized. Employees on leaves of absence without an identified operation will be deducted from the calculation. The calculation will utilize the average of the noted figures for the previous four months. The weekly Sickness and Accident report, along with a

report of other approved leaves of absence will be the controlling documents.

It is understood that any reassignment of Leave of Absence employees will be performed by the Joint Manpower Committee. It is also understood that employees assigned to this group will generally be assigned to a specific operation and department for the duration of the leave of absence, unless reassigned by the Joint Manpower Committee.

Furthermore, when two or more L.A.'s are unassigned at the same time, the L.A. with the greater seniority will have the option of choice of departments having been identified as having open sick leave jobs, provided they are capable of performing the work.

An LA whose assignment has concluded may exercise their seniority within the department and shift to which they are assigned before being reassigned to another department.

**MEMORANDUM OF  
UNDERSTANDING  
REGARDING FULL UTILIZATION**

During the course of these negotiations the parties reaffirmed their commitment to utilize the Skilled Trades workforce prior to using

outside contractors. In order to comply with provisions of Paragraph 183c of the National Agreement and Document 160 of the National Agreement, during periods when a contractor is on site performing work that is of a normal and historical nature (not to include mobilization and demobilization) the following will apply:

- Management will provide the schedule of hours to be worked by the outside contractor via the Appendix F process.
- The number of hours actually worked by the contractor will be matched by the affected trade up to the number of employees in that trade.

Example: Contractor is working ten (10) people, ten (10) hours will drive a minimum of 100 hour offering to the affected trade.

Example: Contractor is working 100 people, ten (10) hours per day, for five (5)



days. GM resources available are 50 employees. Hour obligation created is  $50 \times 10 \times 5 = 2500$  hours to be offered.

- Affected Skilled Trades will be scheduled or offered eight (8) hours prior to outside contractors being on-site. Only the hours offered in excess of eight (8) will be applied to the obligation created.
- Affected trades will be offered twelve (12) hours on the day(s) the contractor is on-site, up to the obligation created.
- Only hours worked will be deducted. However, if 100% of the affected trade is offered, the obligation is fulfilled.
- Utilization obligations will be exhausted same day unless the local parties agree, via the Appendix F process, to bank some of the hours to be offered within 60 calendar days, unless mutually agreed to extend.

These hours may be used at a later date for items such as leaves of absence, training or future maintenance projects.

- In the event of a major change that requires significant long-term construction (e.g. new paint shop) the parties will discuss how the above provisions will apply.
- This memorandum remains in effect for the life of the 2019 Local Agreement.

## **ADDENDUM TO THE PARAGRAPH 183 AGREEMENT**

It is agreed between the parties that the following situations will not be included as work covered by the Paragraph 183 Agreement:

- Subcontracting work associated with normal warranty periods as defined by the National Agreement. Management will review all warranty periods with the Union when subcontracts are discussed and will review any warranties that exceed 90

days that have not been previously discussed under Paragraph 183(d). Alleged abuses may be pursued through the applicable provisions of the subcontracting section of the National Agreement.

- Emergency repair wherein plant employees are not readily available or unavailable or equipment is needed quickly, such as water main breaks, hazardous chemical spills, requiring the assistance of outside governmental agencies, or for automated sludge removal. Whenever possible, the appropriate plant employees will be present.
- Repairs by outside contractors on items that plant tradesmen cannot repair. Plant tradesmen will accompany contractors, as appropriate. An example would be the repair of the Engineering Mezzanine air conditioning systems.
- Classroom training or training performed on the plant floor.

- Cleanup of the immediate work area by employees of an outside contractor.
- Work historically performed by on site contractors to meet their contractual obligations, such as readings taken by the chemical management vendor.
- All operations, treatment and maintenance pertaining to wastewater. (See MOU regarding Waste Water Treatment)
- Major fork truck repair work. (See MOU regarding Mobile Equipment Repair)
- Filter Changes – all non-process filters changed by Division II employees.
- Pump/Spindle Repair – any repair or maintenance (excluding on-line, in-station pump repair).
- Electrical/Electronic/Instrument Repair – any repair or maintenance. (See POA Board Repair)

## **MEMORANDUM OF UNDERSTANDING APPENDIX F COMMITTEE**

During the course of local negotiations the parties discussed the application of Paragraph 183 of the National Agreement and methods whereby skilled trades personnel might be better utilized. More specifically, the Union highlighted the tendency to subcontract work that Division II employees could perform. In this regard, the joint parties have renewed their commitment to comply with the provisions of Paragraph 183 and the associated supporting documents contained in the National Agreement.

To resolve this concern, the parties have committed to the formation of a Business Opportunity Team in accordance with Appendices F and F-1 of the National Agreement. This committee will meet weekly and will review the following regular agenda items:

- Long range model change and plant rearrangements
- Forecasted work schedules
- Upcoming projects

- Schedules and status of existing projects
- Existing subcontracted work in progress
- Open subcontracting grievances
- Warranty work per Document 100 of the National Agreement
- Training applicable to the Statement on Technological Progress
- The impact of projects on Support Departments
- Review and resolution of equalization of hours concerns

The Business Opportunity Team will include members from both Management and the Union. Management representation will be from the Manufacturing Engineering Council (MEC), Plant Planners and the Employee Relations Department, while the Union membership will include the Skilled Trades Committeepersons, Plant Planners and other designees to be determined by the Shop Chairperson. The focus of the team will be the review of future projects and opportunities that plant skilled trades employees can competitively perform, while supporting the efficient production of quality trucks. The parties recognize that not all

projects will meet the criteria to be completed in house, but this process will allow the Business Opportunity Team to assure that each project is given careful consideration.

Additionally, work performed by the employees of an outside contractor that is not authorized by plant Management and not resolved by Maintenance Supervision at the time of the incident, will be discussed at this meeting for remedy by this committee.

Both parties recognize that this process will provide the opportunity to better evaluate upcoming projects in conjunction with the then current work schedules, allow for the efficient scheduling and utilization of employees, and provide the time for the Union to consult with the affected trades regarding their commitment to work during the projected dates.

## **ADDENDUM TO APPENDIX F DOCUMENT**

The local Union will be allowed to make competitive bids on any work, excluding those items cited in Document 159 of the National Agreement, that has not normally and historically been performed by bargaining unit

employees at the Fort Wayne Assembly. (Tooling work would be included in this provision.) In this regard, work that is not of the “normal and historical” nature, covered by the provisions of Paragraph 183 of the National Agreement, the Union may choose to raise such work as a separate agenda item through the Business Opportunity Team. This is consistent with the spirit and intent of Document #98 attached to the GM-UAW National Agreement, and related discussions between the national parties. Having raised this work, the local Business Opportunity Team will develop a competitive bid, after receiving the same information provided to the third party resource, to perform such work with bargaining unit skilled trades employees, if possible.

It is understood that failure to develop an acceptable competitive bid versus a third party performance of the work, will result in assignment outside the bargaining unit, and not subject to grievances under the subcontracting provisions. The same is true, if awarding of the work to the bargaining unit results in failure to attain the competitive bid submitted, both in cost and timeliness of delivery. In the event of unforeseen or mitigating circumstances arise that precluded



the successful completion of this project, consideration will be given in the future for an additional business opportunity to bid on such non-historical work.

**MEMORANDUM OF  
UNDERSTANDING  
REGARDING MOBILE EQUIPMENT  
REPAIR**

During these negotiations the parties had extensive discussions related to the efficiency of operations, GM's competitive position, and the impact the performance of certain non-strategic skilled trades work assignments has upon them. As a result of these discussions, the parties have agreed that aspects of certain currently occupied classifications do not improve GM's competitive position. To improve the total effectiveness of the Fork Truck Repair team, going forward the tasking assigned to the group will focus primarily on industrial mobile equipment to include: fork trucks, tuggers, flatbeds, burden carriers, yard trucks, carts, man-lift and carry deck crane.

Major work previously assigned to the Fork Truck Repair classification has been exited and all subcontracting provisions of the National Agreement will not apply to this work.

Major Fork Truck Repair work consists of work beyond Preventative Maintenance and minor repairs of fork truck equipment. Examples of major fork truck work would include the changing/rebuilding of major components such as transmissions (not to include bolt on units), drive systems, IC engines or repairs of any structural repairs (cabs/frames/masts) and battery rebuild/refurbishment.

Examples of minor work to be performed would include but not limited to Preventative Maintenance tasks, seat replacement, tire installation, horn, lighting, cables, contactors, motor brushes, mast chains, fork replacement, component swaps, monitor wiring, brakes, hydraulic hoses and fittings.

## **MEMORANDUM OF UNDERSTANDING REGARDING TECHNICAL SUPPORT**

The following roles and responsibilities apply to all non-UAW technical support, such as Process or Controls Engineers, and any other technical support personnel from manufacturers.

The primary roles of Controls and Process Engineers should be to support Skilled Trades employees so that they are fully capable of diagnosing and correcting routine equipment related problems without the need of additional technical assistance.

Controls and Process Engineers should maintain an active presence on the floor while Skilled Trades employees are diagnosing and correcting equipment problems to accelerate the learning process.

If a Skilled Trades employee is having difficulty making a repair or is not following the most efficient method of repair, the respective engineer should offer assistance to whatever level is needed to get the equipment up and running.

Controls and Process Engineers should participate with skilled trades in the TIP process meetings and Team Leader Meetings to identify and correct repetitive downtime issues.

This memorandum is not intended to limit the traditional role of Controls and Process Engineers supporting the plant.

## MEMORANDUM OF UNDERSTANDING REGARDING NON-STRATEGIC WORK

As a result of extensive discussions and a review of the corporation's competitive position, the local parties have agreed that the implementation of Document 159 requires a comprehensive transition plan and this memorandum addresses that plan.

This memorandum recognizes the Memorandum of Understanding Regarding Exiting of Non-strategic Work (Doc. 159) and clarifies items beyond that document.

<b><sup>1</sup>Document 159</b>	<b>Future State</b>
Building Construction-projects including refurbishing offices, restrooms, cafeterias, mezzanines, classrooms, auditoriums	Exit as requirements exceed resources (excludes process equipment)
Demolition of buildings whole and partial (once Bargaining unit has completed their recognized pre-demolition work)	Exit as requirements exceed resources

<p>Decommissioning of a building (non-environmental):After all plant requested assets have been removed and an auction has been conducted (if applicable) and remaining assets are sold to a demolition contractor.</p>	<p>Exit as requirements exceed resources</p>
<p>Painting / Glazing (major/minor) Signage/stenciling, facility/building painting, structural/equipment/production aids, painting, aisle/parking lot striping, rack/container painting, piping, platforms</p>	<p>Exit major/minor as requirements exceed resources*</p>
<p>Carpentry (major/minor) Crafting, hanging signs/banners, platforms, benches, catwalks, racks, tables, drywall Repair/replace office furniture, tables, cabinets</p>	<p>Exit major/minor as requirements exceed resources*</p>
<p>Building envelope maintenance (major/minor) Major repairs/replacement: walls, floors, windows, doors (e.g. dock, rollup doors, pedestrian) Roofing, fencing, railroads, parking lots (excluding snow removal), outdoor lighting/electrical</p>	<p>Exit major/minor as requirements exceed resources*</p>
<p>Specialty maintenance</p> <ul style="list-style-type: none"> <li>• Elevators/escalators, fire system maintenance and installation</li> <li>• HVAC repairs/replacements(major/minor)</li> </ul>	<p>Exit major/minor as requirements exceed resources*</p>

<ul style="list-style-type: none"> <li>• Fixture re-lamping/ replacement(major/minor)</li> <li>• Asbestos/PCB maintenance, remediation and removal</li> </ul>	
<p>Certified Welder Maintenance If certified welding is contracted, and there is not a certified welder on-site, full utilization would not be required.</p>	Exit as requirements exceed resources
<p>High Voltage Electrical Distribution</p> <ul style="list-style-type: none"> <li>• 13,200 volts and above</li> </ul>	Exit as requirements exceed resources
<p>Building Mechanical( major/minor) Repair of plant-wide utility distribution systems (natural gas, compressed air, steam, water, condensate, trade waste lines, manufacturing fluids)</p>	Exit major/minor as requirements exceed resources*
<p>Building Electrical(major/minor) Repairs of building electrical systems</p>	Exit major/minor as requirements exceed resources*
<p>Crane hoist repair/replacement (major/minor) Repair/replacement of overhead cranes/hoists</p>	Exit major/minor as requirements exceed resources*

\*Attachment A provides clarification of  
major/minor.

The preceding work functions will continue to be performed by existing bargaining unit employees until one of the following occurs:

- Transfer to another location
- Normal attrition
- Re-training to another trade
- Targeted SAP

Furthermore, as workload requirements exceed the remaining resources, the work will be exited and not subject to the subcontracting provisions of the UAW-GM National Agreement.

In no such instance will employees be reduced from their trade (reassigned to production and/or laid off) as a direct and immediate result of the work subcontracted.

Contingent upon the plant exiting all non strategic work, as defined with Document 159 of the 2007 GM-UAW National Agreement, the following provision will apply:

If Management is considering subcontracting GM maintenance work that falls outside the scope of this procedure, the UAW members of the Business Opportunity Team will be afforded the opportunity to submit a business case proposal on the skilled trades workforce

performing that GM Maintenance work. This is with the understanding that the labor skills, equipment and facilities to do so are available, and the work can be done competitively in terms of quality, cost, performance and within the projected time limits. In order to facilitate the Union's analysis and preparation of its proposal, Management will furnish the Union with the same information, at the same time, as is provided to the outside bidders. The Union's proposal should conform to normal requirements for completeness and will be considered on the same basis as those proposals submitted by the outside bidders, except to the extent that Management must also ensure that the performance of such new work with UAW employees must not impact GM's ability to perform its core functions.

**MEMORANDUM OF  
UNDERSTANDING  
REGARDING NON-STRATEGIC  
WORK ADDENDUM**

As a result of extensive discussions and a review of the company's competitive position, the local parties have agreed that the implementation of the National Agreement requires a comprehensive understanding of all assigned work. This memorandum recognizes



the Memorandum of Understanding Regarding Exiting of Non-strategic Work (Doc. 159) and clarifies items beyond that document. Additionally, all Maximo responsibilities for facilities equipment will be partitioned to the responsible SA service provider.

This memorandum clarifies specific “minor” work assignments not listed in “Attachment A: Doc 159 Major/Minor Clarification”. As such the parties recognize the following tasks are designated to be bargaining unit work:

- Repair of line stripe painter equipment (FTR)
- PM and repair of process related doors, for example paint booths and ovens
- PM maintenance and repair of elpo air incinerators including gas regulator and controls
- Shop equipment repairs and PMs in functional area shops including water heaters and sinks
- PM maintenance and repair weld machine ground testing
- Task lighting plant wide, installation, changes and repairs

- PM and minor repair of process related hoists, including H&S hoist system, e.g. PMs and hoist changes
- Minor maintenance of fire protection systems associated process equipment and within the equipment, for example inside paint robotic booths and fuel fill.
- Mod burner inspection and maintenance including gas regulator and controls
- RTO PM, maintenance and repairs, not to include cleaning
- Squeak and rattle room test equipment PM maintenance and repair
- Squeak and rattle process air unit PM maintenance and repair
- Battery Chargers PM, installation, and repair
- Pyramid integrator PM, maintenance, and installation
- PM and repair of mod solvent recovery pumps and tanks in the Paint Shop
- Mag gages, steam traps and back flow preventers associated with process equipment
- Final Paint repair paint mix equipment

- Painting of newly fabricated items at time of installation
- Interior guard rails and swing gates
- Final utility drop (e.g. electrical, fluids, fiber) from the main “horizontal” supply source (e.g. Fiber hubs, buss plugs) to process equipment only
- Maintenance of the in process fluid dispensing equipment from the vertical drop inside the main building, including the equipment on the manufacturing “footprint”
- Sub Station racking/re-racking of breakers ( not to exceed 600 volts) for the purpose of locking- out the electrical supply when electrical work needs to be performed from the “buss plug” to the process equipment only
- Powerhouse emergency generators PM and maintenance
- Powerhouse condensate pumps, receivers, and steam systems including drip legs
- 480V Bus System – minor repairs (3 sections or less)
- Minor maintenance and PMs of the following ASH houses and dedicated exhaust systems:
  - Paint – PRA1 through PRA23

- General Assembly – ASH138 (Care Line), FRA/TRA-1 (Paint Hospital), ASH135 (DVT & Toe-in), and Final Line exhaust fans
- Installation and repair of group rooms, including associated guard rails
- Minor maintenance and PM's of the automated dock systems for seats and tires
- Pump House controls and pumping systems

The following items are work considered exited under the provisions of Document 159:

- Mirror balls, installation, and maintenance
- Emergency Generators repair and maintenance
- Building fire systems including diesel and gas fire pumps repair and maintenance; including regular testing on all
- All doors not process-related for example dock doors, roll up doors, train doors, pedestrian doors

- All HVAC/ASH not associated with process equipment, including all roof mounted stacks
- All condensate pumps, receivers, and steam systems including drip legs
- Dock locks and dock equipment, including vestibules – all PM and maintenance
- All associated maintenance of trash compactors, balers, gondolas
- Pump house building, tanks, and retention areas – including remote fuel dispense
- Process waste pumps, tanks, pits, and piping systems
- Major and minor repairs, PMs and install on non-process related hoists cranes e.g., restroom, substations
- Mobile equipment cleaning booth and equipment
- Facility lighting re-lamping, repairs and installations
- Repairs in break areas
- Office rearrangements and updates
- Fiber optics, hubs and general-purpose cabling not associated with process equipment
- Voice, paging, fire and watch systems not tied to process equipment

- 480 v buss system - new installations, major repairs (greater than 3 sections) and scheduled buss outages and switching
- Exterior area guard rails/outside the plant

**MEMORANDUM OF  
UNDERSTANDING  
IMPLEMENTATION OF  
DOCUMENTS # 40 AND #112 OF THE  
NATIONAL AGREEMENT**

The National Parties have agreed that each manufacturing location will form multi-functional Skilled Trades teams for maintenance that are consistent with Documents #40 and #112 of the UAW/GM National Agreement. These teams will have members from different Skilled Trades backgrounds that will perform work across what had previously been existing lines of demarcation between them to eliminate situations that cause unnecessary delays or inefficiencies.

To that end, the local Joint Parties of Fort Wayne Truck Assembly share the mutual desire to have the most competitive, highly trained and flexible Skilled Trades workforce

in the industry in an effort to maximize efficiency and reduce the need to subcontract work.

This Memorandum of Understanding is to clearly express the local Joint Parties' understanding and commitment to continue actively pursuing the formation of self-managed Skilled Trades teams. Both parties recognize their shared responsibilities to execute this agreement while maintaining a focus on safety, quality, and effectiveness of plant operations. A key enabler to this initiative is to encourage Skilled Trades employees to engage in and embrace the required cross training acquired by "on the job" training and other additional related training necessary to enable them to perform all overlapping work assignments within their individual capability safely. Moving forward, the parties agree to continue the implementation of retraining and cross-training strategies, with the focus on the incidental work tasks that will produce the most direct gains in efficiency and throughput. Furthermore, the parties agree that future Skilled Trades placements, including apprentices will be trained to meet the needs of the required mechanical classifications.

The Local Joint parties also agree to establish a monthly Joint Leadership progress review of the overall training plan and individual employee progress, as documented through the JIT and Versatility Chart process, to help identify any issues arising during the implementation of these provisions of the National Agreement. This committee will also review the existing local practices at Fort Wayne Assembly and the best practices from other full-frame assembly plants to support Documents #40 and #112.

**MEMORANDUM OF  
UNDERSTANDING  
EXITING OF NON-STRATEGIC  
WORK**

The local parties at the Fort Wayne Assembly Plant have exited all major/minor elements of the following items, subject to the approval of the National Parties. This work will no longer be considered normal and historical work and all subcontracting provisions of the National Agreement will not apply to the work that has been exited.



Filter Changes – all non-process filters changed by Division II employees will be exited.

Pump/Spindle Repair – any repair or maintenance (excluding on-line, in-station pump repair)

Electrical/Electronic/Instrument Repair – any repair or maintenance (see POA board repair)

If Management is considering subcontracting GM maintenance work that falls outside the scope of this procedure, the UAW members of the Business Opportunity Team will be afforded the opportunity to submit a business case proposal on the Skilled Trades workforce performing that GM Maintenance work. This is with the understanding that the labor skills, equipment and facilities to do so are available, and the work can be done competitively in terms of quality, cost & performance and within the projected time limits. In order to facilitate the Union's analysis and preparation of its proposal, Management will furnish the Union with the same information, at the same time, as is provided to the outside bidders. The Union's proposal should conform to normal requirements for completeness and

will be considered on the same basis as those proposals submitted by the outside bidders, except to the extent that Management must also ensure that the performance of such new work with UAW employees must not impact GM's ability to perform its core functions.

**MEMORANDUM OF  
UNDERSTANDING  
REGARDING WASTE WATER  
TREATMENT**

All current Powerhouse operations and maintenance will remain assigned to the bargaining unit. All operations, treatment and maintenance pertaining to wastewater have been exited. The parties will continue to jointly evaluate the most cost competitive means to perform the waste water treatment work. Furthermore, all normal Powerhouse testing will continue to be performed by bargaining unit employees including, but not limited to, boiler, cooling towers and R.O. water.

**MEMORANDUM OF  
UNDERSTANDING  
REGARDING ABSENTEE COVERAGE  
IN DIVISION II**

During discussions concerning the “over and under concept” as it applies to Division II employees at the Fort Wayne Assembly Plant, the parties have agreed to the following understanding:

Management has the right to re-align manpower, or not, as it sees fit during the course of the affected shift. This process will keep in mind such qualifications as safety and the ability of the employee to perform the task at hand.

It is understood that Management may, upon completion of any manpower re-alignment, as the need as determined by Management exists, choose to offer work opportunities to Division II employees either before or after their regularly scheduled shift hours. This determination will take into account known absences resulting from pre-scheduled vacations, known sick, formal or informal leaves of absences (to include FMLA) pre-approved bereavement and jury duty obligations, or any other absence that is known

and approved in advance. It is clearly understood that Management will make every attempt to offer over & under coverage for known absences based on numbers (NTR).

Concerns relative to this addendum may be taken up with the Manufacturing Engineering Manager and the Personnel Director.

**MEMORANDUM OF  
UNDERSTANDING  
REGARDING MANPOWER MEETING**

During these negotiations the parties dedicated a significant amount of time discussing manpower movement in the plant with emphasis on understanding the benefits of an efficient staffing process to the business as well as to Fort Wayne employees. To that end, the parties agreed that a weekly Manpower Committee comprised of the Joint Plant Leadership, specifically a member of the staff and the Zone Committeepersons, would be formed. Items to be addressed by this Committee will include, but is not limited to, transfers within the plant, Leave of Absence (LA) assignments and imbalances between the shifts.

**MEMORANDUM OF  
UNDERSTANDING  
METHOD OF POPULATING  
TEMPORARY EMPLOYEE WORK  
SCHEDULES**

As a result of the 2015 UAW/GM National Agreement, those employees previously classified as Flex Employees will now be classified as Temporary Employees. A new hire employee who does not have seniority in any General Motors plant who is hired as a temporary employee shall be placed as follows;

The Local Parties find it necessary to break this into two categories of available work schedules.

Category I will be made up of those employees who will work forty (40) plus hours per week.

Category II will be made up of those employees who will work up to thirty-two (32) hours per week when normal production is scheduled, per the National Agreement.

Temporary Employees with the oldest unbroken hire date will be canvassed and

given preference on which of the two categories they are interested in.

Ties will be broken in accordance with the GM Hiring Policy, regarding working temporary employees into regular hire status utilizing GMIN in ascending order as the tie breaker.

In the event more people choose Category I than are needed, those holding the lowest unbroken temp date will be forced into Category II.

As permanent back fillable openings become available and we convert temporary employees to In-progression status. Those currently holding Category II status will have the option to replace employees for Category I that move to In-Progression status.

This MOU will not restrict the company's right to realign manpower as necessary. Management will provide a form for all Temporary Employees confirming which category you desire to be retained in. Those employees not willing to work Category II will have the option to be released.

Any future reduction in force in either category will be done by the longest unbroken temp date.

**MEMORANDUM OF**  
**UNDERSTANDING**  
**REGARDING 3D PRINTING**  
**EQUIPMENT**

The parties have spent considerable time discussing the competitive nature of the automotive industry, the innovation that is crucial to its success and the long-term viability of Fort Wayne Assembly. In this regard, the parties recognize the highly competitive nature of today's business environment and the necessity to adapt quickly to emerging technology.

It is recognized that a profitable business and job security are the primary concerns of both parties. Job security can only be achieved from designing the highest quality products while simultaneously integrating innovations and new technologies with the shortest lead time possible.

In line with Local Negotiations and to achieve these shared goals, Fort Wayne Assembly is

being provided an EQ1 – Stratasys F-900 3D printer and accompanying wash tank.

First and foremost, in the name of safety, this agreement will ensure a strict adherence to all established and evolving safety requirements from Personal Protective Equipment (PPE) to individual monitoring.

The parties recognized that the viability of Fort Wayne Assembly depends on the cooperation and maximum flexibility of all concerned. Proof of concept, engineering, developmental work and other non-production needs utilizing this equipment may be completed by Salaried or Division II employees. Salaried or GM Contract employees will hand off product and manufacturing data with specific instructions for printing and post processing to the represented personnel, keeping in mind that this work is not limited to represented employees since this is a collaborative/flexible work environment. Union concerns regarding salary overreach will be escalated to The Shop Committee and Plant Leadership for resolution, which may include discrepancies in the number of the same part being produced by a particular function.



The selection of employees with access to this equipment is the sole responsibility of Management based on an ability to work in a highly collaborative, customer focused and flexible environment. For clarification:

1. Management will utilize Division II employees and maintain the right to use alternative classifications or new classifications in the future.
2. No change in an employee's classification or rate will occur because of access to this equipment.
3. Employees that fail to maintain demonstrated care for the equipment and/or acceptable performance and use of the equipment will be banned from utilizing the equipment and will not be considered for any additional hours or overtime needed and will not be subject to any Paragraph 71 violation during the use of this equipment.
4. The parties agree that historical Bargaining Unit work will be performed by the Bargaining Unit members unless expressly agreed upon between both parties.

5. Additional operational requirements will be necessary for optimal production, up to and including:
  - a. Any and all additive machine installs, tune in, calibration, service and PMs will be done by OEM or others deemed appropriate by Management.
  - b. Equipment may run unattended.
  - c. The installation and monitoring of equipment with cameras (area will be fully monitored).
  - d. Agreement of Operator ID at sign on and sign off.
    - i. Upon request, Management will provide a list of individuals with access and work assigned.
  - e. No operator/machine ratios.
  - f. No Salary/Hourly employee ratio.
  - g. Equipment training will be mandatory for all employees utilizing equipment.
  - h. The joint parties agree to add “Grabcad” or the appropriate programming training for willing and identified employees.

- i. Management agrees to have advanced discussions with Union leadership prior to the removal of any employee.
- j. Operators may be deployed to GM facilities for operator training, standardized work and application collaboration.
- k. Providing technical support to other GM facilities worldwide.
- l. Requirement for annual health screening to monitor any potential metal powder ingestion.

Cooperation of all affected parties toward the objective of a world class facility delivering new industrialized printing processes is essential to the success of this endeavor. Therefore, the parties agree that once a year the parties will meet to discuss other emerging technologies.

-  
Additionally, the parties agree that if problems arise as a result of this Agreement, they will be promptly and thoroughly discussed for a resolution in order to ensure expedient, flexible and efficient collaboration between the parties.

**MEMORANDUM OF**  
**UNDERSTANDING**  
**STRAIGHT EIGHT (8) HOUR**  
**SCHEDULE**

During the current local negotiations, the parties discussed the implementation of 'Straight 8' schedule across Fort Wayne Assembly.

The parties agree to adjust shifts, relief time and non-paid lunch by utilizing the applicable provisions of the UAW-GM National Agreement. It is understood between the parties that the non-paid lunch will be moved to the end of the shift. In line with Document 56 of the National Agreement, contractually allotted relief time totaling 40 minutes of relief, will be divided within the scheduled 8 hours. This agreement will be utilized as the needs of business dictate. In the event there is an announcement to close or not allocate a future product at Fort Wayne Assembly, the Local Union may request to restore the 30-minute non-paid lunch within a typical 8.5 hour shift schedule with 30-day notice after announcement.

Chairperson  
UAW Local 2209  
Roanoke, Indiana 46783

Dear Mr. LeTourneau:

During these negotiations, the Union raised the contention that Management has repeatedly violated Document 56 of the National Agreement by frequently, and unnecessarily, changing employee's established break and/or lunch times.

While Management retains the right to modify relief and/or lunch times, it is not Management's intent to disrupt an employee's work day by capriciously changing their regularly scheduled times. However, due to unforeseen events or situations beyond Managements control, i.e. material shortages, equipment breakdowns, quality spills, etc. it may be necessary to change these times.

As a result of these discussions, Management will make every effort to discuss the business reason for the necessary changes with the Shop Chairperson or respective Zone Committeeperson, prior to the communicating it to the affected employees.

Management assured the Union of its intent to adhere to the provisions Document of 56 of the National Agreement.

Jeffrey G. Sorensen  
Personnel Director  
GM – Fort Wayne Assembly

## **POINTS OF AGREEMENT GENERAL**

### **GENERAL 2007-2 AISLE LINES PAINTED**

Aisle lines will continue to be painted on a regular basis as required.

### **GENERAL 2015-10 ALTERNATE BENEFIT/SAFETY REPS**

Management will continue to allow the Alternate Benefits and Safety designee to function in the absence of the Safety and Benefits representative.

### **GENERAL 2007-5 AMERICAN MADE PRODUCTS**

Management will give due consideration to American made products when making local purchases. In those instances where cost, quality and reliability are equal, American made products will be purchased.

### **GENERAL 1996-55 APPOINTMENTS APPOINTED BY UAW**

All Document 46 or other contractual appointed positions will be appointed solely by the President and Shop Chairperson of the Local Union.

**GENERAL 1993-1  
BACK PAY CLAIMS**

Upon the settlement of a grievance the parties will initiate a backpay authorization form, when necessary. That completed form will be delivered to Employee Relations by the Union Representative involved in the settlement. Employee Relations will process, so payment will be paid by the second payday following the date Employee Relations receives the form.

**GENERAL 2003-2  
BODY SHOP - BLUE LIGHTS**

Management will not assess corrective discipline to Body Shop employees solely on the basis of blue lights.

**GENERAL 2003-6  
CAFETERIA/VENDING**

Management agrees that open communication with the plant vending and cafeteria vendor is both beneficial and necessary. Accordingly, Management agrees to arrange meetings with vendor representatives when requested by either party. In addition, Management agrees to coordinate inspections of the plant vending machines to insure proper stocking and expiration date enforcement.

**GENERAL 2007-36  
CARE LINE**

Management will continue to clearly



communicate the job duties of employees assigned to the CARE area and will also continue to resolve issues involving perceived defects among the local joint parties. Differences of opinion relating to perceived quality defects may be addressed through the Quality Concern Procedure contained in the National Agreement.

**GENERAL 2011-17**  
**CARE LINE LIGHT FIXTURES AND MIRRORS**

The CARE line mirrors and light fixtures will remain on a PM schedule of once per month so that all defects may be properly identified.

**GENERAL 1996-10**  
**CLEANING - PAINT DEPARTMENT**

The Paint Department (Department 39) cleans Elpo, Phosphate, Paint Mix, satellite paint systems, the Body Washer and any process related equipment.

**GENERAL 1990-15**  
**CLUBS & WORSHIP MEETINGS**

Employees are permitted to schedule meetings for clubs or worship in conference rooms in the plant as long as the meeting is for plant employees during regular business hours and does not conflict with a business meeting. In the event of a conflict, business meetings will have priority.

**GENERAL 1996-7**  
**COMMUNICATION DEVICES**

Under the current operating conditions, communication devices will be allowed for use within the plant. However, communication devices may not be utilized while employees are performing their assigned operations, operating any type of equipment or walking in the plant. It is also understood that lost, stolen or damaged personal communication devices are not the responsibility of Management.

**GENERAL 1990-18**  
**COMMUNICATIONS EQUIPMENT**

Communication devices will not be used to criticize or berate bargaining unit employees.

**GENERAL 2003-8**  
**COMPUTERS - LOGGING ON & OFF**

No bargaining unit employees will be required to start work early, or be forced to work past line time to log on or off of the computers on their respective job assignments.

**GENERAL 1996-17**  
**CONTAINERS & RACKS - DEFECTIVE**

The existing procedure of tagging containers will be continued. Should additional follow-up be necessary, a joint communication will be sent to the source facility. If identified defective racks continue to be received, communication through progressively higher

steps of the organization, including the Material Director, will be initiated. If a rack is received which cannot be opened by the operator with reasonable effort, the appropriate Maintenance personnel should be called for assistance. It is Management's intent to minimize situations where employees are working with containers that are in need of repair. Problems arising with the above procedure will be discussed with the appropriate departmental Shift Leader(s).

**GENERAL 2019-16**  
**COVERALLS (TWO PIECE) - PAINT SHOP**

Management agrees to discuss the need for two-piece coverall/blues on a case by case basis.

**GENERAL 2007-40**  
**DAMAGED CLOTHING/FOOTWEAR**

Employees should wear clothing suitable to the factory environment. Management is not responsible for normal wear and tear to clothing or shoes. However, any claim by an employee of damage to their clothing or shoes, while in the performance of a work assignment, will be reimbursed for the fair value of these items provided negligence on the part of the employee did not cause the loss or damage. This policy excludes personal items such as, but not limited to, appliances, electronic equipment (e.g. cellular phones,

radios, speakers, etc.) and jewelry (e.g. rings, watches, chains, etc.).

## **GENERAL 2011-28 DEER HUNTING**

Management will increase the percentage of vacations allowed during the two (2) weeks in November which encompass the Indiana, Michigan and Wisconsin deer seasons (gun) contingent upon approval from the National Parties to hire temporary employees. The number of additional vacations allowed will be determined no later than October 15<sup>th</sup> of each year.

The parties agree to increase the percentage of vacations allowed during the jointly agreed to Spring Break period based on applications received during the application period. To accomplish this, the Parties agree to jointly submit a request to hire the necessary number of temporary or flex employees. Upon approval by the National Parties, these temporary or flex employees may be assigned to any department as required to accommodate this increase.

Needs for the Material department during this period will be offered in the following order:

- (1) Seniority employees awarded Summer Support Postings in the Material Department earlier in the year.
- (2) Leave of Absence operators trained and licensed to work in Material.

- (3) Should there be an insufficient number of seniority employees available (from items 1 and 2 above), the remaining openings will be filled with temporary employees.

### **GENERAL 1996-22**

#### **DIRECT ORDERS**

Management is aware of the Union's concerns in this regard. Accordingly, Management will ensure that direction given to employees is clear in its intent in order to avoid confusion as to the expectation of the respective Management representative.

### **GENERAL 1993-7**

#### **DOCTOR APPOINTMENTS**

Management understands the Union's concerns in this regard. The scheduling of appointments to see the Plant Medical Director is based on a variety of factors, including the nature of the ailment, severity of the injury and familiarity with the employee's condition. The treatment of work-related injuries is the primary focus of the Plant Medical Department. Therefore, appointments which are scheduled for employees with work-related injuries are, as a rule, not canceled or rescheduled, except in the case of emergencies. All appointments are currently made during the employee's shift unless there is an emergency and the patient cannot wait.

In situations where an employee with a work-related injury has a follow-up appointment with the Plant Medical Director, who is unavailable to see the employee, the affected employee may be referred to an outside physician for treatment, dependent on the circumstances of the case. Circumstances to be considered in these situations will include, but not be limited to, the history of the injury, the employee's medical history as well as any new factor since the employee's last visit to the Plant Medical Department. In addition, in many cases, short term treatment is necessary prior to the Plant Medical Director's evaluation.

#### **GENERAL 1996-24 DUAL SUPERVISION**

Management recognizes that during normal operations, it is more desirable for instructions to be given to employees through their immediate Group Leader. In keeping with this concept, Management will instruct floor supervision to relay orders through the immediate Group Leader. Management pointed out that there may be situations that require that directions be given by other than the immediate Group Leader, such as when the Group Leader is not in the area, or during extreme production difficulties. In any event, employees following the last instructions will not be disciplined for doing so. Any perceived abuses of this practice may be addressed with

the appropriate departmental Shift Leader and the Employee Relations Department.

**GENERAL 2015-37**

**DVT DRIVER OVERTIME**

If circumstances arise wherein only one operator is required to work the DVT/Toe operation on weekend overtime, a radio will be made available for their use in the event of an emergency and an SOP will be developed and followed in these situations.

**GENERAL 2019-33**

**EARLY BREAK**

Management agrees to schedule early break times no earlier than 20 minutes prior to normal scheduled break times.

**GENERAL 1996-59**

**EARLY EXITS FOR DOCTOR APPOINTMENTS**

Management will cooperate, to the fullest extent possible, with employees who request to be excused from work to visit their personal physicians or dentists. When granted by the Group Leader, such time off will not be rescinded without the agreement of the employee and Group Leader.

**GENERAL 2019-235**

**EARNED BREAK**

Employees who are approved by their Group Leader to leave the plant early may do so with the understanding that the Group Leader will

use the Local Agreement relief chart to compute the amount of relief time for which the employee is entitled.

### **GENERAL 2015-43**

#### **ELECTRIC CAR CHARGERS**

Four (4) electric vehicle chargers/ parking stalls will be designated in the Visitor's lot and two (2) in the Body/Paint parking lot. A maximum of six (6) additional chargers may be added. These stations/parking stalls are for the exclusive use of GM electric vehicles. Violators in the designated stalls will be towed at the owners' expense.

### **GENERAL 1996-28**

#### **EMERGENCY MESSAGES**

Management will deliver emergency messages in an expeditious manner. Security Personnel will contact the employee's Group Leader during non-production weekends and periods of downtime to pass on messages of both an emergency and non-emergency nature.

### **GENERAL 1986-11**

#### **EMERGENCY STARTING EQUIPMENT**

Emergency starting equipment will be made available for the use of all employees. It is understood that continuation of this service is dependent upon proper use and care of the equipment and its prompt return after use.



## **GENERAL 2015-44**

### **EMPLOYEE RECOGNITION**

Management recognizes the value of a process that recognizes employees on a regular basis intent on celebrating successes and generating a spirit of pride. As such, recognition for plant performance is an appropriate topic of discussion by the Plant's Key Four. The agreed to recognition awards will include, but are not limited to, the awarding of items such as jackets, shirts, etc.

## **GENERAL 2007-29**

### **EMPLOYEES WALKING AT BREAK TIMES**

Management will notify plant suppliers and Plant Security Personnel that truck traffic on all shifts is to be restricted for the first twenty (20) minutes of the normally scheduled first break and lunch periods. This practice will not include expedited or emergency deliveries.

## **GENERAL 2019-104**

### **ERGONOMIC RELIEF**

During the 2019 Local Negotiations, the parties discussed the issue of operations containing high stressor levels and incidence of injury. As a result, Management agrees to comply with the ergonomic provisions as they apply to the implementation of administrative controls on operations meeting the criteria.

The administrative controls to be applied, outlined in Document 7 of the National Agreement, include job enlargement, job rotation and job assignment. The joint JETTs will jointly review ergonomic relief or ergonomic rotation schedules based on the particular risk factors. On those identified operations where ergonomic relief is utilized as an administrative tool, relief will discontinue when the risk factors on the operation has been abated.

## **GENERAL 2015-48**

### **ERROR PROOFING**

Based on product complexity, error proofing is often desirable to make the operator more successful and to protect the customer. The use of GMS concepts will be critical during this time. Therefore, when a circumstance of this nature is recognized, management will (at the request of the employee) involve the appropriate process tech group to evaluate the feasibility of error proofing. The Process Tech team will use PFEMA tools and cost effective analysis tools to drive appropriate recommendations. The team will continue to be responsible for containment of the potential quality concerns through use of increased quality focus checks and by using the BPD process. Problem solving should be used and the quality organization should be involved to resolution.

## **GENERAL 2015-264**

### **FANS AND ELECTRICAL CORDS**

No extension cords which do not meet regulatory and safety guidelines will be permitted. Only fans plugged into an existing power outlet will be permitted. Fans should not be plugged into an extension cord.

## **GENERAL 1990-28**

### **FINAL PAINT REPAIR OVERTIME**

Paint related repair of finished vehicles is work assigned to the Paint Repair team and accordingly they have superior claim to such work during overtime.

## **GENERAL 2003-12**

### **FINAL PROCESS – MANPOWER**

Management, when it deems necessary, will supplement the Final Process Department with manpower as required to run efficient operations. In the case of an overage condition, Management will assign manpower based on business needs. This will include, at times, utilizing more than the required manpower in Final Process. This utilization of manpower will not, however, prevent any department/team from functioning as stated in the team concept section of the Local Agreement. It should be understood that Management will not supplement Final Process solely to perform operations no longer in existence in

the department.

**GENERAL 2011-202**  
**FINAL PROCESS OVERTIME**

Following line time hours, vehicles passing Paypoint are to be repaired by Final Process Repair in line with the current Paragraph 71 Agreement. In addition, supplementation of Department 36 for repair purposes will first be accomplished by utilizing employees from CARE Group Leader area as outlined in the “Memorandum of Understanding-Supplementation of Overtime in Dept 36”, then from the team in Department 27 that encompasses End of Line Buyoff. Supplementation of Department 36 for non-repair purposes (e.g. driving) will be accomplished by utilizing employees from CARE Group Leader area, then from the team in Department 27 that encompasses End of Line Buyoff.

**GENERAL 2015-51**  
**FINAL WORK DAY**

Management will provide a “walk around” day to retirees on their last scheduled day of work provided manpower is available. However, if the employee leaves the plant prior to the end of the shift their pay will be stopped.

**GENERAL-2019-21**  
**FITNESS REIMBURSEMENT**

Seniority employees (i.e. traditional and in-progression) will be reimbursed up to \$600.00 (six hundred dollars) for reimbursement of a health club membership payable in the amount of \$600.00 (six hundred dollars) between January 1<sup>st</sup> , and December 31st of each applicable year.

Employees seeking reimbursement for an active employee or family membership in a fitness center (excluding golf memberships) will be processed on a one-time annual basis. Receipts attached to the Fitness Center Annual Reimbursement Form must be submitted no later than December 15<sup>th</sup> for each year of the program.

**GENERAL 2007-39**  
**FLUID SPILLS CLEANED**

Management will continue to utilize Paint Support employees as the primary means to address the clean-up of spills in the Elpo/Phosphate and Paint Mix areas. In the event of an emergency or the cleanup requires additional resources and/or equipment, the facilities support contractor may be utilized.

**GENERAL 1996-37**  
**FRAME SCHEDULE - HEAT**  
**ADJUSTMENTS**

Heat adjustments will continue to be monitored and maintained by the appropriate Skilled Trades employees.

**GENERAL 2003-17**  
**GENERAL STORE CATALOGS**

Up to date catalogs for General Stores are readily available and can be ordered by any plant Group Leader.

**GENERAL 2015-297**  
**GENERAL STORE HOURS**

The need for General Stores staffing on all 3 shifts during non-production days will be discussed at the weekly Appendix F meetings.

**GENERAL 1996-40**  
**GRIEVANCE CONFIDENTIALITY**

Floor supervision will be reminded of the impropriety of discussing the grievances or problems of hourly employees with other hourly employees. Problems in this regard are to be raised with the appropriate departmental Shift Leader.

**GENERAL 2019-245**  
**GRIEVANCE/76a MEETING**  
**PROTOCOL**

In the interest of efficiency, the parties agree

to turn off communication devices during grievance meetings and 76a interviews.

**GENERAL 1999-21  
HOT FOOD DAYS**

The current practice regarding Hot Food Days will continue. Any concerns relative to this policy may be brought to the attention of the Employee Relations Department for resolution.

**GENERAL 1993-16  
HOURLY EMPLOYEES COLLECTING DATA**

Management will not require hourly employees to accumulate data for the sole purpose of assessing corrective action to another employee. It is understood between the parties that this demand does not alter any data accumulation responsibilities required for the performance of any plant operations.

**GENERAL 1999-22  
ID CARDS REPLACED**

Management will continue the practice of replacing defective or worn cards at no cost to employees. In addition, Management agrees to replace one lost card at no cost to the affected employee. Additional replacements will be charged at the current replacement rate.

**GENERAL 1990-34**

**INSPECTION OF LOCKERS**

Except in emergencies, when it becomes necessary to open company locks or lockers, the employee and/or Committee person will be notified and given the opportunity to be present. When a general inspection of lockers occurs for such reasons as tool inventory, it is Management's policy to post one week advance notice.

**GENERAL 2011-170**

**JES/SOS CHANGES**

Management will notify the District Committee person of job element changes.

**GENERAL 2003-18**

**JOB CHANGES**

Prior to making changes to operations, Management will seek the input of the affected operators on all shifts.

**GENERAL 1996-50**

**JOBS SAME ON ALL SHIFTS**

Management will set up line operations the same on all shifts, provided the operations are to be performed on all shifts and there are no employee physical limitations to be considered for compliance with the ADA.



## **GENERAL 2011-174**

### **JULY SHUTDOWN MOVE DAYS**

In accordance with provisions of the National Agreement, effective January 1, 2013, contingent upon the plant scheduling a two-week summer vacation shutdown period, the local parties will discuss the feasibility of moving one week (5 days) to the following periods:

- Friday preceding the Memorial Day holiday
- Friday preceding the Labor Day holiday and
- Monday, Tuesday, and Wednesday preceding the Thanksgiving holiday

Employees will be required to utilize 8 hours of vacation entitlement (VP/VR) for each of the days listed above.

Management will consider factors such as, but not limited to, model change, plant rearrangements, projects, material availability, production schedule and market conditions prior to implementation.

It is understood that the provisions of this memorandum do not prejudice Management's exclusive right to determine the working

hours and schedules pursuant to Paragraph 8 of the National Agreement.

**GENERAL 1996-51**

**LINE SPEED ADJUSTMENTS**

Routine adjustments to line speed, as determined by Management, will be performed by Maintenance employees. Management will notify the Union of any adjustments or changes in line speeds and will notify the appropriate committeeperson of any maintenance performed that could impact line speed.

**GENERAL 2011-178**

**LINE TIME**

In regards to reassigning employees to other tasks when production operations cease due to build-out, equipment breakdown, material shortages, etc., a Management representative will discuss with the Union, as far in advance as possible, plans for the balance of the shift.

**GENERAL 1996-52**

**LINE TIME CHANGE NOTICE**

Management will not change line times within eighteen (18) minutes of the scheduled shift end or relief period. In the event this time constraint is not met, a mutually agreeable solution will be reached between the Shift Leader and District Committeeperson of the affected department.

**GENERAL 2019-232**

**LINE TIMES HOLIDAYS**

On any holiday weekend, the last production shift of the week, will be no more that 8 hours for the Final Line and no more than 8.5 hours for system balance. Any need to deviate from this will be discussed with the Shop Chairman.

**GENERAL 2015-223**

**LOSS OF WAGES FOR TRAINING**

Employees sent out of the plant for mandatory training will be paid available hours. Employees who are sent to training in conjunction with a call letter will be paid in line with the guidelines contained in the call letter.

**GENERAL 2015-224**

**LOST WORK**

Management will support the jointly agreed upon Business Review Team (BRT) process described in the Sourcing Guidelines which support any plant initiatives relative to sourcing activity which the BRT identifies as that which might be performed competitively within the location based on the criteria outlined in the Sourcing Guidelines.

**GENERAL 1990-38**

**MANAGEMENT CARRYING PARTS**

Except in emergency situations, bargaining unit employees will transport items from

General Stores that cannot be hand carried. Engineers may continue the prior practice of picking up items that may be carried by hand relative to their work. It is not Management's intent to displace the work of bargaining unit employees.

**GENERAL 1990-39  
MANAGEMENT IN JOINT  
PROGRAMS**

Management and the Union agree it is important for both parties to be represented during meetings of joint programs. Both parties therefore commit to ensure they are represented at these meetings.

**GENERAL 2019-238  
MATERIAL DEPARTMENT  
RETAINING WORK**

Management will discuss the movement of traditional material work outside the Material department with the Shop Committee.

**GENERAL 2015-227  
MATERIAL/CARE/SQUEAK AND  
RATTLE PERSONNEL JACKETS**

Management will establish a contingency process to expedite orders for employees who have recently transferred into the Material Department. The CARE/Squeak and Rattle areas will keep a limited amount of jackets available for use when necessary to complete

their jobs through the winter months. If there is a unique circumstance that would require a significant amount of time outside in the winter weather, the emergency purchase process would be used to expedite a purchase of jackets as decided by the Department leads of CARE/Squeak and Rattle.

### **GENERAL 1993-22**

#### **MEDICAL - BREAK TIME**

Management will place a sign in the Plant Medical Department waiting area to address this concern. This sign will inform employees that it is not necessary for them to remain in the waiting area during their lunch and breaks. Unless instructed otherwise by Medical personnel, they should proceed to lunch or break, at the appropriate time. Employees with scheduled appointments, who are seen during lunch or break, will be given their appropriate break or lunch period following their return to their respective work area.

### **GENERAL 1996-60**

#### **MEDICAL – IN PLANT INJURIES**

When an employee reports to the Medical Department with an in-plant injury and the Medical Director is either not in or otherwise unavailable, the employee will initially receive treatment from either a certified occupational nurse or trained Security personnel. In those cases where the services of a Medical Doctor are immediately required, Management will

continue to utilize the appropriate outside medical services which are located in close proximity to the plant. In the course of making the decision as to whether an employee requires the immediate services of a Medical Doctor, Management agrees to consider the desires of the employee. In any event, employees with new in-plant injuries will have an initial appointment with the Plant Medical Director or be referred to an outside physician within twenty-four (24) hours.

**GENERAL 2003-19  
MEDICAL – OUTSIDE  
APPOINTMENTS**

Management has made improvements in the area of scheduling individuals with outside appointments close to their homes and in proximity to their normal shifts. Management will continue this practice in the future. In this regard, Management will continue to comply with Indiana Workers Compensation laws.

**GENERAL 1996-61  
MEDICAL - REQUESTS FOR  
RECORDS**

Management will comply with OSHA Standard 29 CFR 1913.10, which requires that medical and/or exposure records be made available to employees within fifteen (15) calendar days of their request. Notwithstanding this requirement, Management will attempt to provide these records expeditiously, with a

seven working day turn-around as a target. It is understood that employees need to schedule an appointment accordingly.

**GENERAL 1996-62  
MEDICAL - RETURNING FROM  
LEAVES**

Employees returning from leaves of absence with proper documentation and who are released by the Medical/Personnel Departments to return to work on that shift, will be compensated for any delay that may be caused by the administrative process. It is understood that this does not alter any provisions of the National Agreement.

**GENERAL 2011-338  
MEDICAL DEPARTMENT  
COMPLAINTS**

Complaints and other problems with the Medical Department will be brought to the attention of the Personnel Director and Shop Chairperson for resolution.

**GENERAL 2007-137  
MEDICAL HOURS**

Under current operating conditions, the Medical Departments hours on regular production days will start 30 minutes before and end 30 minutes after each production shift. The parties agree to continue to evaluate the staffing requirements for the Medical

Department, including third shift, in regards to any potential changes to plant work schedules.

**GENERAL 2003-21**  
**MEDICAL RELIEF**

Employees requesting to visit Plant Medical will be relieved as expeditiously as possible.

**GENERAL 2011-189**  
**MONITORS IN THE PLANT**

In-plant monitors will continue to be used as a mechanism to inform and educate the workforce about matters relative to plant metrics (SPQRCE) and other automotive matters.

**GENERAL 2019-241**  
**MONITORS - IN PLANT**  
**PROGRAMMING**

Management agrees to provide outside news (i.e. CNN) and/or major sports telecasts (i.e. Superbowl, The World Series, March Madness, etc.) to the current programming format on in-plant and cafeteria monitors during production shifts. Additional programming identified by the Shop Committee will be discussed for internal viewing. Any agreed to programming is subject to allowance in line with the federal and local broadcasting laws or restrictions. In the event this creates quality problems, or becomes disruptive to the production process, Management will discuss the issue with the Shop Committee to resolve such problem.



**GENERAL 1999-33**  
**MOTORCYCLE PARKING**

The parking area will be made serviceable for motorcycles no later than March 22nd annually, weather permitting.

Motorcycle parking areas will be established in the agreed upon locations within the General Assembly and Body/Paint parking areas. Bumper blocks will be utilized to section off the areas. Also, a suitable material will be placed on the blacktop to insure kickstand stability and prevent damage to the parking lot surface. These devices will be removed during the winter months.

The parties agree that it will be required that motorcycles park only in these areas. It is also understood that the size and location of the lots are subject to review and may be adjusted by mutual agreement.

**GENERAL 2011-4**  
**MOVING STOCK**

The Material Department will move all stock requiring transportation by forklift, to be reworked by production. This includes hoods and fenders to be repainted. Material to be reworked by the Quality Department, to include the Supplier Action Center (SAC) employees, which must be transported by forklift may be transported by the Quality Department.

**GENERAL 1996-66  
NOTIFICATION - RETURN FROM  
LAYOFF**

Management will continue the current practice of notifying plant employees when to return to work from periods of downtime through a variety of sources. The sources to be utilized will include the media, both television and radio, as well as a taped announcement, which will be updated as needed. In order to minimize inconvenience to employees who phone in for updates, Management will utilize a system that can accommodate several hundred calls at any given time.

**GENERAL 1990-51  
NOTIFICATION OF TIME STUDY**

Management reaffirms that, as a matter of courtesy, employees will be informed whenever a time study is being made. Any problems in this regard should be brought to the attention of the parties for a resolution.

**GENERAL-2015-239  
OASIS STATIONS**

At the conclusion of the plant expansion, the Parties will discuss the locations and installation of additional Oasis stations.

**GENERAL 1996-68  
OVERTIME - LIMITATION**

Management recognizes the Union's concern regarding treating Division I employees the same as Division II employees. Management

will limit Division I employees to no more than 16 actual work hours per shift (not including team meetings, paid lunches, or paid breaks), unless unforeseen circumstances dictate that additional hours are necessary. The exclusion delineated in Section 2 of the Memorandum of Understanding dated March 5, 1992, will likewise apply to Division I.

**GENERAL 2015-246**  
**PAINT BLUES SIZES**

The Paint Department will maintain an on-hand supply of blue coveralls in sizes Small (S), Medium (M), Large (L), Extra Large (XL), Double Extra Large (XXL) and Triple Extra Large (XXXL). If an employee requires a larger size than what is maintained, they must notify their Group Leader of the desired size. Management will then order the requested size and it will be kept in stock. It is also agreed that in an effort to reduce the wait time for proper coverall sizes, it is recommended that when an employee is awarded a transfer to the Paint Department, the employee will submit a coverall size to the Business Manager who will request the desired size for the coverall supplier.

**GENERAL 2007-32**  
**PAINT MODS WORK**

Bells, doorpins and the changing of foamies currently performed by the production team will continue to be assigned to the respective

production team.

**GENERAL 2007-143**

**PAINT SUPPORT – JOBS COVERED**

During discussions concerning the completions of work assignments for employees on vacation or absent, Management agrees to cover job assignments with available manpower, as required.

It is understood that Management may, upon completion of any manpower reassignment, choose to offer work opportunities to Paint Support employees either before or after their regularly scheduled shift hours. It is clearly understood that only Management will evaluate the need for making such offers.

In addition, all work currently performed by the gunners, in the clean room and prime, on first and second shifts will be assigned to the respective Paint production team.

**GENERAL 1996-69**

**PAINT- TOUCH UP WORK**

It is agreed between the parties that employees performing paint touch-up work will be properly trained.

**GENERAL 2011-183**

**PARAGRAPH 215**

Repeated violations of this paragraph will be discussed between the Chairperson of the

Shop Committee, the Zone Committeeperson, the Plant Director and the Personnel Director.

**GENERAL 2011-340**

**PARKING - FOREIGN VEHICLES**

Foreign vehicles and Contractor vehicles not parked in the designated foreign vehicle parking area may be subject to being towed at the owner's expense. If ownership is determined, the driver may be instructed to move the vehicle to the proper parking area. Employees relocating their foreign vehicle will have their pay adjusted for the time spent off their job.

**GENERAL 1996-71**

**PARKING - HANDICAPPED**

Management will investigate specific complaints of improper use of the handicap parking stalls in the plant employee parking areas.

**GENERAL 1990-55**

**PAT ANSWERS**

All concerns on grievances should be handled seriously at all times. It is not Employee Relations or the Union's intent to preclude the proper attention to issues when acting as an advisory resource.

## **GENERAL 1990-57**

### **PERSONAL ENHANCEMENT**

The Local Parties will continue to develop personal enhancement classes regarding topics such as pre-retirement, personal finances, computer use, health, CPR and home repair. These courses are to be taken on the employee's own time. The Local Parties will be guided by the National Agreement.

## **GENERAL 1996-75**

### **PHOTOGRAPHS/VIDEOTAPING**

In an effort to demonstrate critical aspects of the manufacturing process, operators are sometimes inadvertently captured in photographs used on operator certification boards. If an operator objects to being photographed or videotaped, Management will continue the practice of finding substitute employees who do not object to being photographed.

## **GENERAL 2015-249**

### **PICNIC TABLES**

At the conclusion of the plant expansion, the Parties will discuss the locations and installation of additional picnic tables which will include a table to be located at Doors #14, #10, #9 and between Doors #103 and #104. Additionally, under current operating conditions, the repair and/or replacement of damaged picnic tables will continue.

**GENERAL 2019-258**  
**PRINTOUT OF HOURS**

Upon request, Management will review and/or provide timesheets for employees prior to the close of payroll.

**GENERAL 2011-219**  
**PROBLEM SOLVERS**

Management agrees to continue to allocate resources, based on business needs, to support GMS Continuous Improvement, Launch, Problem Solving activities and other quality related activities.

**GENERAL 2011-341**  
**PROCESS-RELATED FILTERS**

Process-related filters will be maintained by the appropriate department with a schedule implemented and made available for review by the Union.

**GENERAL 1987-30**  
**PROTECTIVE SHOE COVERING -  
PAINT DEPARTMENT**

Proper protective shoe coverings will be provided to Paint Department employees on an as needed basis.

**GENERAL 2003-26**  
**RADIO PRIVACY**

Management will instruct all employees to refrain from discussing personal items relating to employees on radios.

**GENERAL 2011-223**

**RETAIN EMPLOYEES NINE HOURS**

When a nine hour shift is scheduled and it is not possible due to circumstances beyond Management's control, those reasons will be discussed in advance with the Union.

**GENERAL 1986-3**

**RELIEF**

The following chart establishes the amount of relief for those employees entitled to forty (40) minutes relief in an eight (8) hour shift.

Shift Hours	Relief	Shift Hours	Relief	Shift Hours	Relief
4.0	20	6.7	33	9.4	47
4.1	20	6.8	34	9.5	47
4.2	21	6.9	34	9.6	48
4.3	21	7.0	35	9.7	48
4.4	22	7.1	35	9.8	49
4.5	22	7.2	36	9.9	49
4.6	23	7.3	36	10.0	50
4.7	23	7.4	37	10.1	50
4.8	24	7.5	37	10.2	51
4.9	24	7.6	38	10.3	51
5.0	25	7.7	38	10.4	52
5.1	25	7.8	39	10.5	52
5.2	26	7.9	39	10.6	53
5.3	26	8.0	40	10.7	53
5.4	27	8.1	40	10.8	54
5.5	27	8.2	41	10.9	54
5.6	28	8.3	41	11.0	55



5.7	28	8.4	42	11.1	55
5.8	29	8.5	42	11.2	56
5.9	29	8.6	43	11.3	56
6.0	30	8.7	43	11.4	57
6.1	30	8.8	44	11.5	57
6.2	31	8.9	44	11.6	58
6.3	31	9.0	45	11.7	58
6.4	32	9.1	45	11.8	59
6.5	32	9.2	46	11.9	59
6.6	33	9.3	46	12.0	60

**GENERAL 2015-269  
ROUNDING UP FOR MANPOWER  
PURPOSES**

Management will continue to utilize the current rounding up method with regards for Replacement Operator coverage and vacation slots.

**GENERAL 1990-65  
RULES AND POLICIES NOT BE  
CHANGED**

New or revised plant rules and policies affecting Bargaining Unit employees will be posted so that all employees may be aware of the rules. Subsequent changes, if necessary, will not be posted without first addressing the matter with the Shop Committee.

**GENERAL 2019-351**

**SUPPLIER ACTION CENTER (SAC)**

**ABSENCES**

Supplier Action Center (SAC) absences will continue to be covered on an as needed basis up to one for one coverage.

**GENERAL 2003-30**

**SAFETY GLASSES**

It is agreed between the parties that eye injury data for all areas of the plant will be closely monitored and any increases due to the absence of safety glass usage will be referred to the Local Joint Health and Safety Committee for discussion and corrective action as deemed necessary.

**GENERAL 2007-200**

**SECURITY**

Under current operating conditions, Security will continue the practice of assigning an EMT or First Responder trained officer to the Paint/Body Shop floor and the General Assembly area during each shift for emergency responses.

Also, in periods of non-production, Management will require a minimum of four (4) Security Officers (including the console operator), trained as First Responders or EMTs, to be available to respond to

emergencies on non-production days and during periods of downtime.

**GENERAL 2011-293**  
**SECURITY CAMERAS**

Management will not solely rely on the security camera system as the basis for the issuance of discipline.

**GENERAL 1996-87**  
**SECURITY REPORTS**

Due to the fact there are occasions when Management disciplines bargaining unit employees using information detailed in Plant Security Reports, Management agrees to make available to the Shop Chairman, Zone or District Committeepersons the same reports for their use without undue delay. Also, in order to assist the Health and Safety Department with tracking of accidents and injuries, copies of Plant Security Reports will be made available to the UAW Health and Safety Representatives.

**GENERAL 1990-68**  
**SENDING ILL EMPLOYEES HOME**

The Plant Medical Department is authorized to send home employees who exhibit significant objective symptoms of illness.

**GENERAL 1993-33  
SENIORITY LISTS**

Management agrees to provide the appropriate stands and binders for display of said listings in the agreed upon locations.

**GENERAL 1996-88  
SERVICE AWARDS**

Local Management will comply with the Service Awards Program, as directed by the Company. Additionally, a 25 year award dinner will be reinstated.

**GENERAL 2003-31  
SHEET METAL REPAIR**

All sheet metal and paint spot repairs will be completed at specific repair locations. Differences of opinion relating to perceived quality defects may be addressed through the Quality Concern Procedure contained in the Local and National Agreement.

**GENERAL 1996-89  
SHIFT PREMIUM - EMPLOYEES  
TEMPORARILY FORCED TO  
DIFFERENT SHIFTS**

This issue will be administered in accordance with the letter dated March 8, 1997, from W.E. Pumphrey to Randy Lentz.

## **GENERAL 2011-146**

### **SHOE LINERS**

Shoe liners will only be provided to production operators working in areas where a JETT analysis has determined it is necessary. The funding to be purchased from the plant budget by the Management IE/JETT designee. When the Ergonomics Representative receives a request for shoe liners, the conditions will be evaluated by the JETT. If all criteria is met the shoe liners will be issued.

## **GENERAL 2019-355**

### **SHOE REIMBURSEMENT**

For employees on predetermined permanent operations, Management agrees to reimburse said employees up to \$100 for shoes, provided receipt is submitted.

DEPARTMENT 27-FINAL	DEPARTMENT 15 - PAINT
<i>Team 24</i> GAS FILL OPERATION TEAM LEADER	PAINT MODS - PRIMER SPOT REPAIR TEAM LEADER
<i>Team 23</i> RAD FILL OPERATION	DEPARTMENT 39 - PAINT SUPPORT PAINT MIX
RAD UNHOOK OPERATION A/C FILL OPERATION A/C UNHOOK OPERATION BATTERY INSTALL OPERATION TEAM LEADER	DEPARTMENT 36 - FINAL PROCESS (PAINTERS) SPOTTER REPLACEMENT OPERATOR TEAM LEADER

DEPARTMENT 27-FINAL	DEPARTMENT 39 - PAINT SUPPORT
<i>Team 22</i> BRAKE EVAC HOOKUP OPERATION BRAKE EVAC UNHOOK OPERATION TEAM LEADER	PAINT MIX
	PAINT MAINTENANCE
	ELECTRICIANS MILWRIGHTS PIPEFITTERS

**GENERAL 2015-356**

**SMOKING HUTS**

A smoking hut will be installed at Doors #81, #84 and between Doors #103 and #104.

The location of additional huts will be discussed at the conclusion of the plant expansion.

**GENERAL 2015-357**

**SNOW BLOWING -FRAMES**

The removal of ice and snow from frames is UAW Bargaining Unit work.

**GENERAL 2011-300**

**STAMP USE**

In 2012, Quality and Production reconciled their stamps to assure assignment to current hourly employees only. With the introduction of new stamps, old stamps are no longer accepted. Stamp audits are scheduled as part of the 2012 CY ISO Internal Audit and a list of stamp assignments will be provided to the Union upon request.

## **GENERAL 2019-357**

### **STATUS 90**

When a large quality issue has potentially affected units in the Ship Lot (Status 90), the Quality Manager will text the Shop Committee, Doc 46 Joint Activities Representative (JAR) and GMS/Quality Representative the following message: “Please stay tuned for a Quality Update”. A meeting will be scheduled by the end of the next shift between available Shop Committee members, the Assistant Plant Director and/or the Quality Manager for discussions of, but not limited to:

- a. Scope of work
- b. Manpower requirements
- c. Solution and execution of action plan that will be agreed to between the Parties and implemented as soon as possible.

## **GENERAL 1996-92**

### **SYNCHRONIZATION START/STOP BUTTONS**

Under present operating conditions, Management agrees to synchronize the plant time clocks, horns and whistles with the line on an as needed basis.

## **GENERAL 2019-365**

### **TAD TEMPORARY EMPLOYEES**

Temporary Employees will be assigned to an operation classified as a backfill opening in a

defined department and team.

**GENERAL 2011-315  
TEAM LEADER TEAM PROCESS  
INVOLVEMENT**

The Team Leader's ability to perform their standardized work and support the Team Member is crucial to the success of GMS. Management intends to keep the Team Leader off the line as much as possible.

**GENERAL 2015-373  
TEMPORARY PAINT COVER UP  
COATS**

White temporary paint coats will be located in a cabinet in the entrance of the new paint shop and also at the following locations:

- Vicinity of Body & Paint Entrance (A-16)
- Entrance from tunnel near Trim Box line (L-54)
- Vicinity of Door #83 Paint Entrance

**GENERAL 1996-93  
TIME LIMIT ON DISCIPLINE**

During the course of 1996 Local Negotiations, the parties devoted a significant amount of time to the subject of Plant Management's process for conducting Paragraph 76(a) interviews. As part of these discussions, the



Union expressed concern about situations where employees who have been placed on notice have waited significant periods of time prior to their Paragraph 76(a) interview. Management informed the Union that it is not Management's intent to harass employees by virtue of the delays. In many cases, these delays occur due to a mutual agreement where further case research is required. In general, Management's intent would be to conduct the aforementioned interviews within three (3) days of the day on which the employee received notice.

The Union should bring to Management's attention situations where it feels Management is unnecessarily delaying these interviews. Further, when situations occur as described above, Management will communicate to the Union the reason for the delay.

**GENERAL 1993-40  
TIME STUDY – REQUESTS ON ALL  
SHIFTS**

The parties recognize the mutual benefits to be derived from the sharing of pertinent information associated with production standards concerns. Therefore, when requests for time studies comply with the appropriate National Agreement provisions, Management will provide them without undue delay. Furthermore, when concerns arise in this area, it is proper that those concerns be presented to the involved departmental Shift Leader. If

necessary, discussions with the Engineering Group are also appropriate.

**GENERAL 2011-321  
TIME STUDY TRAINING FOR  
COMMITTEEPERSONS**

Time study training will be provided on-site to the incumbent District Committeepersons and conducted by the IE department.

**GENERAL 1996-94  
TOURS**

The practice of allowing employees to arrange for plant tours for families and friends during production hours will continue under the current guidelines. Management assures the Union that restrictions during weekends and downtimes will be uniformly administered for both parties.

**GENERAL 1993-41  
TRAINING - COMPUTER & GEN 8  
ARCHITECTURAL LOGIC CLASSES**

Management will involve two (2) Bargaining Unit employees in computer training and Gen 8 architectural logic training on an as needed basis.

**GENERAL 1996-98  
TRAINING - COMPUTER CLASSES**

Management understands the importance and the cost savings of using bargaining unit members as instructors for computer training on an as needed basis.

**GENERAL 2003-36**  
**TRAINING SCHEDULES &**  
**CANCELLATIONS**

Management will notify Division I and Division II employees of changes in scheduled training as soon as practicable. Furthermore, Management will only postpone an individual employees training session to cover emergency situations.

**GENERAL 1990-77**  
**TRANSPORTATION OF ILL**  
**EMPLOYEES**

Management will make every reasonable effort to assist employees in making suitable transportation arrangements to leave the plant when they are unable to drive.

**GENERAL 2015-256**  
**TRAVEL TIME**

Management will make every attempt to return temporarily assigned employees to their regular department at the end of the workday to avoid undue delay for exiting the plant.

**GENERAL 2015-55**  
**TRIM - GLASS REPAIR**

Glass repair is to be performed by the team that encompassess the Glass Cell Operation then Team Leader, then the adjacent team associates, Team Leader of the adjacent team and finally the Trim Department.

**GENERAL 1999-55  
TROUBLESHOOTING & TESTING  
EQUIPMENT**

In those instances where it is necessary to operate plant equipment for tryout purposes, Skilled Trades employees and the employees of outside contractors will only be allowed to build the number of parts necessary to insure the reliability of the equipment or dimensional integrity of the affected parts. In no instance will these employees be required to build parts solely for productive purposes.

**GENERAL 1996-101  
UNION INVOLVEMENT – JOB  
REARRANGEMENT**

Management agrees that working with the Union is of the utmost importance. Both parties recognize that the movement of manpower and rearrangement of operations is ultimately Management's responsibility. Therefore, Management agrees to keep the Union fully informed and involved in job rearrangements and manpower movements in the plant. This involvement will be initiated at the Shift Leader/District Committeeperson level and include informing the operator assigned to the job.

**GENERAL 2015-389  
VACATION PERCENTAGE  
INCREASES**

Management will increase the percentage of vacations allowed during the jointly agreed to Spring Break period based on applications received during the application period. To accomplish this, the Parties agree to jointly submit a request to hire the necessary number of Full-time and Part-time temporary employees. Upon approval by the National Parties, these Full-time and Part-time temporary employees may be assigned to any department as required to accommodate this increase.

**GENERAL 1999-57  
VEHICLE AUDITS**

It is not Management's intent to assign the function of Bargaining Unit vehicle audits to employees of outside vendors. Nor is it currently anticipated that employees of outside vendors will be required to perform this type of audit in the future. However, both parties recognize that the performance of independent, objective audits of plant vehicles is not within the control of local Plant Management.

### **GENERAL 2011-333**

#### **VENTILATION COMMITTEE**

A ventilation committee consisting of the Facilities Area Manager, a local UAW Industrial Hygiene Technician and the District Committeeperson representing the affected area from each shift, will be established to evaluate current and future ventilation issues.

### **GENERAL 1996-109**

#### **VENTILATION - WELDING**

Maintenance Group Leaders will inform affected Production Group Leader prior to welding operations being conducted in production areas (during production hours). Also, the appropriate District Committeeperson should be informed that welding operations are going to occur.

### **GENERAL 1999-60**

#### **WELLNESS PROGRAM**

During discussion of this demand, the Parties discussed the possibility of a current appointee being designated to work with the National Parties to assume the additional responsibilities of a Wellness Coordinator. This employee would be responsible for insuring the delivery of Life Works programs to the Plant Membership.

## **GENERAL 1996-26**

### **WORK & FAMILY BUDGET**

Management is agreeable to following the past practice of arranging for the purchase of trinkets, tokens and promotional items, upon the request of the UAW Work & Family Representatives and their Management counterpart. Any problems in this regard are to be referred to the Joint Activities Representatives for discussion and resolution.

## **GENERAL 2011-182**

### **WORKSTATION SEATING AND DRAWER**

Management will provide and maintain the agreed upon operator workstation, which includes seating and a third drawer. Any new desk required for Next Generation FST requirements will include a third drawer. Also, Management agrees to complete any future repairs or replacements as needed.

## **GENERAL 2015-398**

### **YARD CAMPAIGNS**

A yard campaign is defined as more than 25 units with the same plant controllable condition that must be inspected and/or repaired in the Ship Lot. Although the work performed in the Ship Lot is outside the Bargaining Unit, should overtime be utilized the following guidelines are applicable:

- When inspection and repair functions can be performed in one step, Final Process Repair will perform the work.
- When inspection only is necessary/required, the Quality Department will perform the task and the following order will be used:

1<sup>st</sup> Shift

- Audit Supervisor Area
- CARE Supervisor Area
- Quality Department

2<sup>nd</sup> /3<sup>rd</sup> Shift

- CARE Supervisor Area
- Torque Team
- Quality Department

**GENERAL 1993-48  
ZONE COMMITTEEPERSONS IN  
DISCIPLINARY INTERVIEW**

Disciplinary Interviews will be conducted under the terms of the National Agreement. Zone Committeeperson may join the Committeeperson in these interviews when an Employee Relations representative and Group Leader are present in order to provide direction and advice.



## **POINTS OF AGREEMENT HEALTH & SAFETY**

### **HEALTH & SAFETY 1996-4 AISLES NOT BLOCKED**

It is recognized that the cooperation of all employees is essential to the effort of keeping aisles unobstructed. It is also understood that aisles may occasionally be blocked due to material handling, maintenance activities, weekend and down time construction projects, etc. If material is to be permanently placed in an aisle, or an aisle is to be permanently re-routed, the Local Joint Health and Safety Committee will be contacted for their suggestions prior to any changes being made.

### **HEALTH & SAFETY 2015-66 ALTERNATE TRAINERS**

The Management Health & Safety Training Coordinator will continue to schedule training as far in advance as possible. Additionally, the Management H&S Training Coordinator will notify the Shift Leader and Group Leader of the affected departments when the services of the Alternate Trainer are required. Any subsequent notice should not be less than 72 hours as of the scheduled training and Management will make every effort to make the Alternate Trainers available when they are required.

**HEALTH & SAFETY 2015-191  
ANDON CORD**

The andon process will be utilized for its intended purpose.

**HEALTH & SAFETY 2011-44  
ANNUAL AIR SAMPLING PLAN**

When the UAW Industrial Hygiene Technician (IHT) receives an employee complaint regarding air quality, the complaint will be investigated and the area will be added to the annual air sampling plan for a minimum of two years.

**HEALTH & SAFETY 2011-45  
AUDIT MODULE CHAMPIONS**

UAW Health and Safety audit dates will be communicated to audit module champions in advance of the audits. If an audit module champion will not be available for the audit, they are responsible for providing a knowledgeable replacement.

**HEALTH & SAFETY 2011-48  
BATHROOM CLEANERS**

Citrus scrub will be available in the following 16 locations:

- GA men's locker room
- GA women's locker room
- Body Shop men's locker room
- Body Shop women's locker room
- Powerhouse women's locker room
- Powerhouse men's locker room
- Women's restroom located at end of Final Line

Men's restroom located at end of Final Line  
GA Millwright shop  
Paint Shop gun crib (pipefitter)  
Body Shop trades shop  
Paint Shop trades shop (south)  
Body Shop North men's restroom  
Body Shop North women's restroom  
Body Shop South men's restroom  
Body Shop South women's restroom

### **HEALTH & SAFETY 2011-1**

#### **BODY SHOP VACUUMED**

Non-skid flooring materials will be installed and maintained in the Body Shop Cells.

### **HEALTH & SAFETY 2019-63**

#### **CABLE BALANCERS ADDED TO PM PROCESS**

The LJHSC, with support from the Engineering Team, will identify balancers – with significant risk for failure and injury to employees – to be added to the PM process with the appropriate inspection cycle based on manufacturer recommendations and/or failure rate. All other balancers will be included in PMP.

### **HEALTH & SAFETY 2015-78**

#### **CARDBOARD COMMODITIES**

When brought to the attention of the Material or Production Group Leader that commodities not normally scheduled in cardboard are

received in cardboard, the affected Material or Production Group Leader and the Health and Safety Representative/Ergo Representative will be contacted to evaluate the cardboard packaging to ensure it does not represent a safety risk to employees. Should it present a safety risk or over cycled condition to employees, available resources will be allocated to remedy the situation.

## **HEALTH & SAFETY 2003-12**

### **CARRIER CLEANING**

Following lengthy discussion relative to this issue, Management committed to continue the practice of cleaning carriers when brought to the attention of the appropriate personnel for scheduling.

## **HEALTH & SAFETY 2011-60**

### **CLEANING AGENT**

Caravan will continue to use the product FC-313 in all scrubbers, including the walk behind and the ride-on scrubber. This cleaner will also be used for any manual mopping.

## **HEALTH & SAFETY 2011-61**

### **CLEANING SCHEDULE**

Teams are responsible for all incidental housekeeping in the team centers (microwave, refrigerator, cleaning tables, etc.). Any other aspects of cleaning, to include deep cleaning, will be performed by a third party.

### **HEALTH & SAFETY 2011-3 CONFINED SPACE**

The Local Joint Health and Safety Committee and the Industrial Hygiene Technician will meet on a regular basis to review compliance with and discuss improvements to the Confined Space Program.

### **HEALTH & SAFETY 2019-69 CONFINED SPACE ATTENDANTS**

Attendants will be selected on a volunteer basis from Division II. If the sufficient number of volunteers is not achieved, supplementation of this group will be accomplished by utilizing employees from the Emergency Response Team on a volunteer basis.

### **HEALTH & SAFETY 2011-5 CONFINED SPACES CLEANED**

Confined spaces on the ends of the flat track conveyors will be cleaned bi-monthly, the rest of the flat track conveyors confined spaces will be cleaned on a PM schedule.

### **HEALTH & SAFETY 2011-4 CONFINED SPACE RESCUE**

Paint Support employees will be trained to perform Confined Space Attendant and rescue activities. Accordingly, Paint Support