



# Local Agreement

Between

**General Motors Vehicle Manufacturing  
Wentzville Assembly Center**

And

**Local 2250  
United Auto Workers**

**Effective October 28, 2016**



# 2016

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## **INTRODUCTION**

We believe that all people have dignity and respond in the manner in which they are treated. Informed people working together with mutual trust and respect will create an environment that encourages support, participation, pride, craftsmanship, and personal development. We are committed to the importance of individual involvement in decision making in order to achieve common goals and to meet the challenges of the marketplace. The Parties expressed the mutual desire to enhance our competitive position and ensure the greatest level of job security for all Wentzville employees.

It is recognized that job security is dependent on achieving our safety, people, quality, responsiveness, cost and environmental goals. In order to meet these goals, it is understood that we need the full participation and commitment of all our Team Members and a complete commitment to Quality Network principles.

It is further understood that to be successful the manufacturing environment must be visibly based upon the principles of teamwork, mutual trust and respect. We commit to one another that the Wentzville Assembly Center will demonstrate that people are the most important resource. For this to occur, Labor and Management will work together as members of the same team. Should differences or misunderstandings occur they will be resolved through full and open communication. We believe that we have taken a dramatic, yet revolutionary step forward in our joint effort to fully implement the supportive environment outlined in the Quality Network.

### **General Motors Vision:**

Design. Build and Sell the World's Best Vehicles.

**Wentzville Assembly Mission:**

To Exceed Expectations by Safely, Efficiently and  
Consistently Producing World Class Trucks and Vans.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Ernie Pace  
Chris Welling  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

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**THE FOLLOWING DEMAND SETTLEMENTS APPLY  
TO THE STAMPING FACILITY**

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**WENTZVILLE, MISSOURI**  
**MEMORANDUM OF UNDERSTANDING**

**Between**  
**Wentzville Assembly Center**  
**General Motors LLC**  
**And**  
**Local #2250, UAW**

This Memorandum of Agreement entered into this 28<sup>th</sup> day of October, 2016, between Wentzville Assembly Center, General Motors LLC, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local No. 2250.

The parties hereto agree to the following:

1. This agreement resolves all issues and disputes that were the subject of negotiations in the current contract negotiations. Resolution of all matters subject to these negotiations has been concluded based upon current conditions and circumstances.
2. This agreement is subject to written notice of ratification by Local 2250 no later than October 29, 2016.
3. The effective date of this agreement will be the day following the date on which Management receives written notice of ratification from the local Union.
4. The parties have completed the negotiations on the Local Seniority Agreement, Local Wage Agreement, Local Shift Preference Agreement and Paragraph 71 Record Procedures, Equalization Groups and Administrative Rules.  
  
No provision of these agreements shall be superseded or changed by other Agreement between Management (Labor Relations) and the Shop Committee
5. Written agreements reviewed and agreed to between the parties not changed during the 2015 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.

6. The parties jointly commit to resolve problems and concerns as they arise, including implementing mutually satisfactory modifications, additions, deletions or waivers to these local agreements.
7. This agreement will be co-terminus with the 2015 GM-UAW 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.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

**DOC NO. 40**  
**MEMORANDUM OF UNDERSTANDING**  
**GLOBAL MANUFACTURING SYSTEMS**

**General Motors LLC and the UAW recognize that the cornerstone of job security and growth for all General Motors employees is to earn customers for life while building the most valued automotive company, consistent with our purpose and values. Working together this is accomplished at all levels of the organization and engages all team members to achieve business results and drive continuous improvement through the unified use of General Motors' Global Manufacturing System (GMS).**

**GMS is the single, common global manufacturing system that engages and aligns all employees. The principles and elements of GMS will support the team member, eliminate waste, continuously improve business results and deliver quality to the customer when fully implemented and executed. Failure to execute all the principles and elements significantly reduces the effectiveness of the system. It is agreed that the Parties will jointly implement and execute the entire system.**

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

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**DEMANDS**

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## LOCAL DEMAND SETTLEMENTS

1. **Absentee Listings** - It is not Management's policy to post any written list in the plant of employees negatively indicating the number of times they have been absent or tardy.
2. **Agreement Changes** - Any proposed changes to the Local Agreement will be presented to the Union in a timely fashion so as to allow discussion and, if necessary, ratification by the membership.
3. **Air Filters** - It is understood that employees who work in 3<sup>rd</sup> Party (Housekeeping) change air filters in the assembly building air supply houses, administration and mezzanine air supply houses, supply air units over oven enclosures, spray booth air supply houses, substation air supplies, oven filters (other than Department 15), weld and grind booth air supply and exhaust, and production welding operations exhaust (such as Torit filters). Employees assigned to booth cleaning functions are assigned to change final mat dispersion air filters in prep booths, spray booths, vestibules, flash tunnels and oven filters (these filters are within the physical confinements of the Paint Department (15). This understanding does not effect any air filter changes currently being made by skilled trades employees. Production Department employees are not assigned to change air filters.
4. **Air Hoses** - Management will make every effort to ensure that air hoses will be installed in a safe manner. Any complaints in this regard will be investigated and corrected if required. Management recognizes that the use of air hoses to blow off tables, floors, etc. may be hazardous to personnel in the immediate area of use. The use of air hoses will not be used in any location where its use would imperil the safety of personnel in that area during production hours and will not be used during scheduled production lunch times.
5. **Air Monitoring System** - The plant is on an annually scheduled air monitoring program that is established by the Industrial Hygiene Department and approved by the Local Joint Health & Safety Committee. In addition, specific air quality sampling is performed periodically by

- Industrial Hygiene personnel.
6. **Air Supply Houses** - The Paint maintenance department (45) will continue the monitoring of the fresh air houses in conjunction with their established PM schedule, which is critical as defined in a memorandum by regional hygiene (1-31-97). The Body Shop is currently using 60% pre-filters and the remainder of the plant is using 30% pre-filters. Currently, 3<sup>rd</sup> Party (Housekeeping) inspects the pre-filters controlling Body Shop air on a weekly basis and the remainder of the plant on a monthly basis. Filters are changed when the magnehelic gauges reach 1.5 inches of water (presently approximately every two weeks for the Body Shop). The electrostatic filters are on a schedule to be inspected once a month and are cleaned as needed by the Paint maintenance department (45), (the change to the use of 60% over 30% pre-filters has reduced the number of necessary cleanings). This PM schedule is to be substantiated and adjusted as determined by the plant's production schedule. Specific complaints brought to Management's attention concerning fresh airflow will be investigated without undue delay. Settled on the basis that; under current operating circumstances, during periods of full production, the ash houses at column S-61 and S-63 are utilized. Necessary corrections will be implemented.
  7. **Air System, D39** - Fresh air supply is in place at the body drop pit. Planned Maintenance schedule will be reviewed to ensure adequate air supply is available. In addition, air flow monitoring will be done on a frequent basis to ensure the system is working at its highest efficiency.
  8. **Alternates** - Consistent with Document 24 of the 2007 GM-UAW National Agreement, special individual requests as discussed between the parties during these negotiations will be reviewed and approved by the Department Manager or Shift Leader and Zone Committeeperson.
  9. **ANDON** - This demand is resolved on the basis that the ANDON music provides a critical audio signal alerting support personnel to respond to a problem at a specific location. It is also recognized that in order for it to serve its intended purpose, the music must be set at a volume

higher than the ambient noise level. In those cases where employees believe that music volume is excessive, the volume level will be evaluated and adjustments made where necessary. During the 2015 local negotiations the union raised concern regarding the volume of the Andon music and it's potential long term effects on employee hearing. The parties agree that areas of concern will be reviewed by our Health and Safety team to ensure we are in compliance with OSHA standards. If any Areas are identified to be out of compliance with the regulations, corrective actions will be taken to correct the situation.

10. **ANSI Standards** - Under present conditions, Management will provide electronic access to ANSI standards via an on-line service.
11. **Anti-Slip** - Anti-slip material will be applied to all checkered plating in flat track areas, and the incline/decline areas of the Trim Leg platforms.
12. **Assessments** - No assessment tests are required to transfer, except for the Team Leader classification, Final Repair, department 34 and 89.
13. **ATM's** - Under existing conditions, an ATM machine is currently operating in the Main Cafeteria. Present usage of this machine does not warrant an additional machine. Should conditions change whereby the ATM owner can support another machine, the parties will review the matter at that time. Management will contact the ATM service provider when certain bank cards are not accepted by the ATM machine to ascertain the feasibility of adding that particular service line. The decision to make any adjustments is solely that of the service provider.
14. **Attendance Awards** - Resolved on the basis that following these local negotiations, a joint committee will be established to explore possible initiatives to improve attendance through a perfect attendance program.
15. **Auto Sub** - Based upon current discussions with the entities involved, the process to enhance the payment of Supplemental Unemployment Benefits can be implemented by late 2008 barring any unforeseen circumstances and/or regulatory changes.
16. **Back Supports** - Back supports are issued based on an evaluation of the need determined by the Local Joint

Health and Safety Committee. Issuance will be on a one for one trade-in except for the initial issuance. Any abuse of this process will be referred to the Local Joint Health and Safety Committee for evaluation.

17. **Bargaining Unit Work** - The bargaining unit issues discussed in conjunction with this demand are resolved as follows: (A.) Minor repairs to leased mobile equipment currently in use in the plant; for example, scooters, and fork trucks, will be assigned to bargaining unit employees (B.) The inside washing of windows and cleaning of venetian blinds will be assigned to 3rd Party (Housekeeping) employees. (C.) Periodic cleaning of the walls and ceilings and the sweeping and mopping of floors of the main and mezzanine cafeteria seating areas is work which falls within the scope of the 3<sup>rd</sup> Party (Housekeeping). (D.) Minor repairs associated with elevators at this location is work which falls within the scope of the bargaining unit. (E.) The railroad tracks signals and electrical door interlock circuit and periodic lubrication of the railroad derail switch is work which falls within the scope of the skilled trades classifications. (F.) Minor repair of plant roof leaks is work which falls within the scope of the Carpenter classification. (H.) The periodic cleaning of parking lots, on-property roadways, emptying of trash receptacles and removing snow from the plant walkways will be assigned to employees in 3<sup>rd</sup> Party (Housekeeping).
18. **Battery Changing** - To ensure that proper safety precautions are maintained, the task of changing batteries on mobile equipment in the Battery Bay will be performed by employees assigned to Mobile Equipment Repair and the operator of the mobile equipment. These employees will be provided the necessary training in order to safely perform this work. The parties agree that new technology for mobile equipment may introduce new methods and processes.
19. **Benefits Office** - Management will comply with the guidelines established in the National Agreement pertaining to Benefit Representatives' offices. Subsequent to these negotiations, the local Benefit Representatives' office will be deep cleaned.

20. **B.I.F. Paper** - Under normal operating conditions, the delivery of B.I.F. paper from the receiving dock to floor storage areas, the IT facility, and to the floor printers is Material Department work.
21. **Booklets** - The quantity of bound booklets provided the Union will be consistent with the plant population at the time the booklet is printed. One hundred fifty (150) wire bound booklets with tabs will be provided to the Shop Committee. Additionally, Management will provide the Union two hundred fifty (250) bound booklets for use at the Local Union Hall and provide 7 sets (1 for each member of Shop Committee) of CD's (compact disks) of the local agreement to the Shop Committee. The overall design of the booklet, including the font size, will be mutually agreed to between the parties prior to it going to print. The total cost of printing the Local Agreement will be paid for by the Company based on the understanding reached between the parties during these negotiations.
22. **Booths, Seals** - Seals will be replaced on an as needed basis.
23. **Break-in Time** - Employees will be provided adequate break-in time with least interruptions as possible.
24. **Bridges** - Under the current conditions Management will attempt to conduct the rail switches during periods that minimize or avoid impact on break times and shift change. Management will continue to make every effort to have the portable crossing bridge in place prior to the start and after the production shift ends when employees are entering and exiting the plant and during break times. Problems associated with this issue will be reviewed at the shop Committee meeting by the Material Manager or his/her designated representative.
25. **Budget Items** - It is the intention of Management that its Group Leaders will comply with Paragraph 215 of the National Agreement and will refrain from the normal transporting of "budget items" and tools. Further, Management recognizes that the routine picking up of salvage material from salvage tables and delivering the material to the salvage area is work which falls within the bargaining unit. It is, however, the responsibility of supervision, for example, to make decisions relating to

- extent of damage, responsibility for same, decisions whether to scrap or repair, and to make record of such decisions on a material tag provided for that purpose.
26. **Bulletin Boards** - Management will not park production vehicles, material or any other vehicles in a manner that blocks access to Union bulletin boards, or obstruct them in any manner. Bulletin boards will be installed at district committee persons' offices pursuant to the provisions of Paragraph 92, 93 and 94 of the National Agreement.
  27. **Buying Off Repair** - The responsibility for clearing the "hold" when the tool is in bypass is normally performed by a bargaining unit employee. However, in those situations where the tool is in bypass for an extended period of time and a terminal is not located in the immediate vicinity of a repair, then a member of Management may use his/her badge to swipe a terminal to clear the "hold".
  28. **Cab Enclosures** - Management will provide cab enclosures and heaters on fork trucks which are predominately used outside during inclement weather. Cab enclosures can be obtained through the Tractor Repair facility.
  29. **Cafeteria Appliances** - Minor cafeteria appliance maintenance will be accomplished utilizing available skilled tradesmen who are qualified and have the ability to perform the work to be done.
  30. **Cafeteria, Early Breaks** - When breaks/lunch are earlier than usual, the cafeteria will be given enough notice to have all food prepared & ready for purchase.
  31. **Cafeteria Furniture** - Cafeteria tables and chairs in need of repair will be repaired or replaced as required.
  32. **Cafeteria Hours** - Under current operating conditions, the main plant cafeteria and/or food cart will be open to serve employees during the existing times on all shifts when production operations are scheduled.
  33. **Cafeteria Prices** - It is Management's desire that the cafeteria and vending management dispense quality food at reasonable prices and that the cafeteria and vending facilities be maintained in a sanitary condition. In addition, Management will discuss with the Shop Committee any problems in this regard and, further, will

review with the Shop Committee any contemplated changes in the pricing of cafeteria and vending food.

34. **Cafeteria Food Service** - During the 2015 Local Negotiations the Union expressed concern over the availability of the cafeteria food services to all employees and a more robust healthy choice option in the vending machines. Various alternatives were presented and discussed. The parties agree that if our population was to increase significantly we will request that this service be rebid with an additional focus on the areas the union identified. During the 2015 local negotiations the union expressed concern regarding readiness of the cafeteria to serve food when break times change. The parties recognize that all break downs cannot be predicted in advance.  
Management is committed to minimize the scheduled break time movement as much as possible. The parties agree if the cafeteria service is not meeting the demands and expectations of our employees, this topic to include rebidding of the service is an appropriate subject for Shop Committee. The parties agree that at the conclusion of negotiations a cafeteria committee will be established to address the expectations, service and performance of the cafeteria service.
35. **Cancel Shift** – Management will inform the union as far in advance as practicable regarding the need to cancel a shift. The parties will abide by Paragraph 80 of the UAW – GM National Agreement.
36. **Child Care** – The parties will be guided and will abide with the provisions of the GM-UAW National Agreement regarding Document 108.
37. **Cleaning Equipment** - Under existing conditions, Management will maintain the 36k high-pressure liquid blasting equipment.
38. **Coat Hanging** - Employees will be provided a place to hang their coats in the general vicinity of their work area.
39. **Combining Classifications** - In cases where a employee's normal work overlaps more than one classification, the employee's job classification will be based on the majority of the work performed (i.e.: Employee will be assigned to the classification in which he/she performs the majority of

- his/her job elements).
40. **Committee Calls** - Management will fully review with each member of supervision the requirements contained in the National Agreement and local understanding relating to the prompt relieving of employees for committee person calls. Employees having committee person calls will be relieved without undue delay consistent with these obligations. Utility employees or other employees will be available to furnish relief for committee person calls. Any complaint that Management is not living up to the spirit and intent of this committee person relief provision may be brought directly to the attention of the Production Manager by the district and/or zone committee person for the area. A suitable area will be made available for committee person calls to be answered in keeping with Document 5 of the National Agreement.
  41. **Computers** - It is Management's intent to provide Lotus Notes and GMTKS access to the Shop Committee members in line with any restrictions that may exist governing these systems. A stand alone computer and printer will be provided in each District Committee member's office to be shared between shifts as feasible.
  42. **Confined Space Entry** - Under existing conditions, confined space entry carts with required equipment will be provided, maintained, and located for optimum use.
  43. **Conveyor Exit Aisles** - The Management and Union Health and Safety Representatives will review the necessity for installing safety signs at conveyor exit aisles. Where they deem it is required for safety purposes, such safety signs will be installed. In the event the parties can't agree on the area(s), it may be taken up through the Health and Safety Procedure.
  44. **Conveyor Room** - The D.C. conveyor control room will be manned during production hours and in hours of high risk non routine task. During other times, the responsible maintenance department personnel will be required to lock out conveyors to perform maintenance work. The parties agree to identify and train the necessary personnel in the required procedures.
  45. **Conveyors, Cleaning** - The cleaning of all conveyor lines

on inclines, declines, pits and non-production areas, e.g. restricted areas is the responsibility of employees assigned to 3<sup>rd</sup> Party (Housekeeping).

46. **Conveyor Controls** - Except in cases of emergency, no production employee will be assigned to start and/or stop production lines at starting/quitting times, relief or lunch times against their will. Conveyor line stop buttons will be identified with a sign and code as agreed upon by the Union-Management Health and Safety representatives.
47. **Cooling Off Period** - Management is willing to discuss a process to address certain employee behaviors without utilizing the disciplinary/grievance procedure. The parties also agreed to apply the provisions of Document 96.
48. **Cut /Weld Permits** - Prior to cutting, welding or heating operations taking place, the area where the work is to be performed is inspected by Security and a permit signed. The location of the nearest fire extinguisher location, fire alarm bay and telephone bay, and other pertinent information as contained on the back of the actual permit, are reviewed with the available Group Leader and/or the skilled employees who are in the area at the time of the inspection.
49. **Cycling Equipment** - The Union and Management agree that the responsibility to cycle equipment to ensure accuracy of the build process is that of the Maintenance Department. It is not normally required in cycling this equipment to produce more than ten (10) parts or units. This procedure will be reviewed in the weekly meeting between the parties to ensure that weekend work will be assigned appropriately.
50. **Death/Funeral Announcements** - Management will advise employees by means of the communication system, of information concerning the death and funeral arrangements of current and retired employees if Management is advised of such fact in a timely manner.
51. **Deer/Turkey Season** - Management will take into account Deer season and Turkey season in making decisions on anticipated downtime in keeping with the applicable provisions of the National Agreement inventory needs, production schedules, material availability and other business conditions known at that

- time.
52. **Defibrillators** - The plant Medical Department currently maintains an automatic defibrillator unit for emergency response. Management will consider the placement of additional units in remote locations (examples: powerhouse, stamping) and consult the Medical Director and the Health and Safety committee prior to any implementation. During the 2015 local negotiations the parties discussed response support for employee emergency situations which take place in the plant. Management is committed to provide qualified support to respond to such situations in a timely manner. Under the current conditions the utilizations of security and medical personnel to address these issues will continue. In addition we will add up to four volunteers to support each production department with preference given to those team leaders assigned to the area and shift. Final selection of employees will be agreed upon by the joint parties. A local joint review will be conducted led by the Shop Chairperson and Personnel Director to establish next steps as outlined in the National Agreement. Management will add 6 additional defibrillators to be placed in the facility per mutual agreement between the parties.
  53. **Diesel Equipment** - Upon resumption of operations, it will be necessary to use Diesel powered tractors to move material in some areas. Tractors used in those areas will be equipped with the latest in technology clean air equipment (scrubbers) to insure the best possible air quality. These areas will be monitored from an industrial hygiene stand point and if required further corrective measures will be taken to insure compliance with Federal and GM Employee Exposures Guidelines.
  54. **Diesel Fumes** - Ventilation has been installed on both the East and West docks to minimize diesel fumes from entering the plant. The agreement with the railroad requires the engine to remain outside the plant. Under current operating conditions, four (4) pusher cars will be utilized to further extend the distance the diesel locomotive is removed from the plant entrance. This is with the understanding that there still may be occasions, due to the environmental conditions, that diesel fumes will

not be totally eliminated from the area of concern at all times. Conditions where employees complain of diesel fumes will be corrected immediately. Upon discussion with the Material Department, they will stress the importance of keeping the doors closed during the winter months, and any complaints brought to the attention of the Shift Leader will be corrected immediately.

55. **Docks, Ventilation** - Steam-fired door heaters have been installed on all material docks and the Compactor Room door. Air curtains have been installed on all rail dock doors. In addition, a fan ventilation system has been installed by mounting fans in wall openings. Periodic maintenance will insure that the proper system is fully functional, for the particular season of the year we are in. Employee complaints will be handled on an individual basis and where corrections are necessary, such corrections will be made as promptly as possible.
56. **Double Shifters** - It is Management's intent to utilize double shifters in a manner which cause minimal disruption to the other shift, and they will not displace employees working on their regular job assignment.
57. **Drip Pans** - Drip pans will be installed where required to prevent unsafe conditions for employees in the performance of their jobs. Any specific areas brought to Management's attention will be promptly investigated without undue delay and corrective action taken if required.
58. **Dust/Aero Monitor** - Management will maintain a direct reading dust & aerosol monitor.
59. **Ear Plugs** - Management will continue its present policy of providing ear plugs to employees upon request, for plant use.
60. **Eating on Job** - Employees will be permitted to eat and drink in their working areas in accordance with the practice at this location. The respective parties involved will discuss any abuse of this procedure. This language is not applicable to employees working in the Paint Department. Paint Department employees can have drink at their operation as long as the drink is in a closed container. Food will be kept in the Team Rooms and eaten at the appropriate times and areas if an employee chooses

to eat in the Paint Department. In support of this endeavor additional vending machines will be added to the Paint Department to increase the meal type options for employees. The parties will explore additional options (including a mini grab and go) to accommodate the needs of the employees pertaining to timely food availability for paint shop employees.

61. **Electric Vehicles** – The parties will mutually pursue “green fund” grant money for installation of electric outlets for employees who drive electric GM vehicles.
62. **Electronic Devices** - During these negotiations the parties held discussions pertaining to the use of electronic devices such as two-way radios and pagers. The parties agree that modern transmitting systems play a vital role in the success of our business with respect to health and safety, quality, job security, response time, and the efficiency of operations within the plant. Management stated that with the expansion and up-grading of on-site assembly and/or stamping systems, the use of these communication devices will become increasingly important and critical to the successful operation of the plant, and that the requirement for the use of these devices is critical. Management assured the Union that such devices are not intended to be utilized for discipline purposes and that employees will not be held responsible for damage or loss of this radio equipment or electronic pagers as long as the employees exercise due care. Management will review with Group Leaders the proper use of two-way radios.
63. **Emergency Messages** - Management agrees with the Union that the urgency of delivering emergency messages is critical to the employee involved. All such calls will be delivered without undue delay. Under Management's current practice, calling parties may contact the plant by dialing telephone number 636-327-2501 and be guided by the recording. Emergency telephone calls will be received in the Plant Security Office where they will be logged, initialed, and forwarded to the appropriate party. In addition, the security officers will identify themselves to the caller. A follow-up contact will be made by Security to ensure the message was delivered.

64. **Emergency Response Team** – The parties agree to comply with the 2015 National Agreement letter regarding emergency response teams.
65. **Employee Dignity** - Management will not abuse, threaten or intimidate any employee at any time, and all employees will be treated with respect and dignity at all times.
66. **Employees on Notice** - Where an employee is placed on notice and a decision is made not to take disciplinary action, the employee will be advised that they are no longer on notice.
67. **Entrances/Exits** - Under current conditions, to provide the most secure environment the current free flow policy at our entrances and exits will be discontinued with the implementation of turnstiles at all employee entrances. Six turnstiles will be installed at the Body and Chassis entrances and four will be installed at the main Security entrances. Additionally, employees who do not have their badges will have the ability to gain access at the Body and Chassis entrances by displaying their valid driver's license or state ID to security through cameras at that location.
68. **Entrance Sign** – Based upon the current conditions 'UAW Local 2250' will be added to the entrance sign on Highway A.
69. **Equalization Group Z** - Employees transferred or hired into a department are normally assigned to Team Z pending permanent assignment to an equalization group. Such assignment will not exceed thirty (30) calendar days unless mutually agreed to by the Parties.
70. **Ergonomic Assistance** - When there is a need for ergonomic equipment on the evening shift, Safety Department personnel are available to distribute such equipment as required. In addition, current Ergonomic personnel do schedule themselves to provide service for all shifts to insure consistency of ergonomic processes.
71. **Ergonomics Equipment** - Management has and will continue to support the ergonomic process including supplying ergonomic equipment where a demonstrated need exists as outlined in the GM-UAW National Agreement.
72. **Evacuation Procedure** - The Tornado Alert and Plant

Evacuation Procedure will be printed in the Local Agreement. Video presentations explaining evacuation routes and shelter areas will be updated where appropriate and shown over the in-plant communications system during the Spring season. Live drills will be performed on an annual basis when practical.

73. **Exhaust Ventilation** - The area in question will continue to be monitored using the structure established in the plant's Air Sampling Plan (ASP). Specific complaints brought to Management's attention concerning exhaust exposure will be investigated without undue delay. Necessary corrections will be implemented.
74. **Fans** - Any complaints brought to the attention of Management by the Shop Committee pertaining to environmental conditions will be properly investigated and alleviated where necessary.
75. **Feminine Products** - Facilities will be provided in all female restrooms for adequate storage of feminine products.
76. **First Aid** - Management agrees to provide first aid kits specifically tailored to the level of training competency concerning CPR. These kits are to be located in Group Leader offices to guard their integrity. Incidents requiring service beyond basic CPR will be administered by the Medical Department. Under the current conditions management will provide AMA certified / OSHA first aid kits in the Group Leaders offices.
77. **Fitness Areas** - Individual requests for recreation equipment to be used at in-plant fitness areas should be submitted to the Fitness Committee. Management and Union representatives on the Fitness Committee will periodically review those requests for necessity and approval by the Management/Union Shop Committee.
78. **Fitness Center** - The current Fitness Center equipment will be repaired or replaced on an as needed basis. In addition, Management will purchase one (1) Elliptical Cross Trainer and one (1) cable Crossover for use in the Fitness Center. On a trial basis, the Fitness center will open on production Saturdays with the understanding that the level of usage will determine the continuance of this practice.

79. **Floor Mats** - Excellent housekeeping is recognized between the parties to be a priority for the Wentzville Assembly Center due to the fact that it contributes to health and safety of employees, supports the operator, plays a significant role in the quality of the products we produce, and provides a positive image of the Center to our employees and visitors. Consistent with the above principals, floor mats will be provided in mutually agreed to locations. Each operator will be responsible for the housekeeping necessary for the mats in their work area, e.g., proper cleanliness, alignment, etc. It is recognized that Management has the ultimate responsibility for safety of employees and must meet the required standards. Any problems with mats that do not meet the safety and housekeeping standards will be jointly discussed and corrected in an expeditious manner. Mats will be installed in all areas with metal or wooden ramps as mutually agreed to between the parties.
80. **Following an Operation** - When an operation is permanently moved to a different location, either within the department or to a new department, any employee involved will be given the opportunity of following the job, provided they have sufficient seniority to be placed in the group in which the operation is assigned; or they may exercise their seniority rights in their department. If the employee elects to follow their operation to a new department, their seniority will be transferred immediately. The definition of an operation as it pertains to this issue is when 50% or more of an operation that is being moved remains intact. The parties will mutually make this determination using work element data.
81. **Foul Odors** - It is recognized that it is undesirable to work under conditions where foul odors exist. Areas brought to the attention of Management will be investigated and corrected in a timely fashion when required.
82. **Fountains/Fans** - Water fountains and fans that are in need of repair will be repaired without undue delay. If the water fountain or fan cannot be repaired, it will be replaced. Complaints with regard to water purification will be investigated as required. Any complaints that cannot be resolved will be reviewed by Management and

- Union Health and Safety Representatives to determine proper actions to be taken. Under current conditions based upon discussion between the parties eleven (11) water fountains be installed at mutually agreed to locations.
83. **Gas Leaks** - Vehicles known to have gas leaks are to be handled in a safe manner minimizing any hazard. In any event, known units with gas leaks will not be returned to trim from final process.
  84. **Gas Tank Purging** - The Mobile Equipment wash off booth has been designated as a safe environment in which to purge gas tanks.
  85. **Gasoline Powered Equipment** - Most power equipment in the Assembly Center is battery powered. Gasoline powered forklifts are not utilized within the Assembly center except for specialized work. Gasoline powered equipment being used in the center emitting fumes that exceed O.S.H.A. standards; or emitting excess fumes within O.S.H.A. standards in areas where employees are assigned to work on operations that cannot be left unattended, will be given prompt attention and prompt correction will be made to remove the equipment from the area. As gasoline powered equipment becomes worn out and requires replacement, it will be replaced with battery-powered equipment where feasible.
  86. **General Stores Overtime** - During these negotiations the Union expressed a concern about overtime periods when Crib Attendants are not scheduled to work and other employees enter General Stores during this time and perform work normally performed by Crib Attendants. Management assured the Union that it is not the intent of Management to deprive the Crib Attendants of work to which they are entitled under the provisions and intent of Paragraph 71 of the National Agreement. In this regard, Management stated that when overtime work is scheduled in other departments, the work scheduled will be analyzed and reviewed with the District Committeeperson, and Crib Attendants will be scheduled to work when their services are needed.
  87. **GMTKS EIC Machines** - Under existing conditions, printers will be connected to the GMTKS Employee Information Centers located in the Main cafeteria and X-

34, near Group Leaders station at BB-60 on wall inside booth, and the Stamping Facility to permit employees the ability to do a screen printout of their pay information. Employees will be responsible for the confidentiality of any information that is printed. Employees can only access GMTKS by inserting their GM identification badge into a reader designed for this purpose to review, on a CRT screen, their personal two (2) week payroll history. Employees do not have access to other employee's Social Security numbers using this current system. During the 2015 Local Negotiations the Union expressed concern over the number of EIC machines located throughout the facility for employees to verify their time on. Under the current conditions it was agreed to provide printers for each of the eleven units.

88. **GM Information Technology (GMIT) Work Assignments** – The delivery and installation of GMIT hardware equipment on the plant floor, including the Mezzanine, will be the responsibility of the GMIT group. (HP)
89. **Gondola Cover** - A cover has been designed for the trash gondola outside the main cafeteria and it will be properly maintained in good working condition.
90. **Grates** - Management will continue any necessary leveling of grates in the plant. Grates will be properly maintained and cleaned. Management will conduct routine inspections of areas where floor grating is placed and, where necessary, defective grating will be repaired or replaced.
91. **Grinding** - It is Management's policy that no grinding will be performed outside of a grinding booth which would be detrimental to the safety or health of employees. Any complaints that cannot be resolved will be reviewed by the Management and Union Health and Safety Representatives.
92. **Ice Machines** - An ice dispensing machine will be installed in a mutually agreed to location to service both the Trim and Chassis Departments. An ice dispensing machine will be installed in a mutually agreed to location in Pre-Trim. Five additional ice machines will be installed in mutually agreed locations throughout the plant. During

the 2015 Local Negotiations management agreed that under current conditions they will provide an ice machine in the vicinity of X-19. Under current conditions Ice Machines that are in need of repair will be repaired when possible without undue delay. Filters will be replaced per the current preventative maintenance schedule. Management will provide two additional ice machines which will be located at mutually agreed upon locations.

93. **Implementation** - The Union is kept apprised of the implementation of demand settlements and other contractual provisions during regular Shop Committee meetings.
94. **Information to Union** - Management recognizes that the Union representatives have a need for the information mentioned (loan outs, transfers). When this information is available, Management will provide the information. Management recognizes that Union representatives have need for specific information while investigating employee complaints. In this connection, Management will provide pertinent information to the Union upon request.
95. **Inclement Weather Gear** - During these negotiations the Union expressed concern regarding the untimely issuance of inclement weather gear, stating that in some cases the protective clothing had not been purchased and/or distributed to employees until well into the inclement weather season. Management recognizes the need to provide employees with necessary and timely protection when their permanent work assignments require them to work outside in inclement weather conditions. Accordingly, inclement weather gear will be inventoried and ordered for affected personnel by September 1st of each year. The parties discussed situations in the Material Department where certain work assignments, unique to Material Department employees, call for the issuance of inclement weather clothing to employees permanently assigned to these jobs. Accordingly, employees permanently assigned to truck and/or rail loading, or van driving, will be loaned inclement weather clothing on a seasonal basis, to be returned to their respective Group Leaders at the end of the cold weather season. Employees

who are replacing employees normally assigned to truck or rail unloading or van driving for substantial periods of time will be provided inclement weather clothing on a temporary basis. These employees will be expected to return their inclement weather clothing to their Group Leader at the end of their shift. Employees will not be held responsible for damage or loss of inclement weather clothing as long as they exercise due care. Under the currently conditions Management will continue its current practice of providing inclement weather gear to employee/work assignment that have been previously identified.

96. **Information Gathering** - Management will not require hourly employees to accumulate data for the purpose of assessing corrective action to another employee. Any process gathered data collected by hourly employees will not be the sole basis for assessing corrective action to another employee.
97. **Inserts** - Service Department employees will be provided upon request one pair of shoe inserts during a twelve-month period. Employees who establish a physical need as determined by the Plant Medial Department will be provided shoe inserts as required. Employees who establish "an unusual use" need as determined by their department Group Leaders will be provided shoe inserts as required.
98. **Inspection Work** - The parties mutually recognize that an integral part of determining and maintaining quality levels is to perform monitoring and auditing functions both throughout and after the build process. While hourly employees are assigned as part of their daily job responsibilities to perform monitoring functions, and certain hourly employees are solely assigned punches to communicate completed functions, it is also Management's responsibility to monitor the vehicle throughout the build process and to take appropriate actions in those instances where they determine that the quality of the vehicle is not being processed at an acceptable level. In addition, a process for auditing vehicles after the completion of the build process is jointly performed by hourly and salaried employees. The above

will not interfere with any past practice relative to transportation carriers monitoring the built product to prevent the transfer of customer discrepancies from the assembly plant to the transportation carrier. Further, during these current negotiations, the parties discussed at length various issues surrounding inspection activities and Management stated it will not assign Management personnel to the end of the Trim & Chassis Departments to perform 100% inspection of vehicles under normal circumstances. Management will review this policy with the appropriate personnel.

99. **Instructions To Employees** - Management will not request employees to perform work or attend meetings during other than hours for which they are paid.
100. **Internet Access** - As provided for in the minutes of the National Training Subcommittee, Internet access will be provided for the local Learning Center. All costs associated with providing such access will be an appropriate expenditure of joint funds.
101. **Job Assignment, Flexibility - During normal business operations (Division I):** In order to provide manpower, where needed, to cover production operations during periods of absenteeism, there will be no restrictions on Management's right to assign employees within the group. The following will apply: Within the group, Management will fill job openings by descending group as follows: "Absentee Replacement Operators" (ARO), "Extra Operators" and "Team Leaders". "Absentee Replacement Operators" (ARO) will report daily to their Group Leaders for job assignments, unless otherwise stated differently. The Group Leaders reserves the right to job assignment and will assign the ARO to the job opening according to requirements of the business. "Extra Operators" will report daily to their Group Leaders for job assignments, unless otherwise stated differently. The Group Leaders reserve the right to job assignment and will assign the extra operators to the job opening according to the requirements of the business. Outside the group, Management will fill job openings by Seniority, as follows: "Extra Operators", "Absentee Replacement Operators" (ARO), and "Team Leaders". Team Leaders

will be freed up off line by seniority in group when possible. In urgent or emergent situations that may lead to production interruptions, Management reserves the right to assign job openings without regards to the order mentioned above.

**During new system layouts, launches and continuous improvement activities (Division I):** Management will determine the need to establish a special project team according to business objectives. Selection to a special project team will be based on classification, performance, skill set and availability for work. Management will coordinate the job postings and final selections with the Shop Chairperson. Employees on a special project team will be placed in a separate equalization of hours board, by shift, team, and classification. Upon dissolve of the project team, employees will flow back into their respective department. If the employee returns to his former department within thirty (30) days, then current Paragraph 71 provisions will apply. If the employee returns after thirty (30) days, then he will be credited with “average hours”. The parties will jointly partner the creation of special project teams and discuss any issues/concerns during pre-implementation/kick-off meetings. It is further understood and agreed between the parties that this understanding is entered into good faith and is designed to posture the Wentzville Assembly Center in a favorable competitive position, and such, the parties will mutually work to satisfactorily resolve any problems that may rise.

102. **Job Assignments, Paint** - Management will not shut down lines or spray booths in the Paint Department and reassign employees to work out of their classification except in cases of emergency, quality or excessive absenteeism.
103. **Job Assignments, Safety** - Employees will not be required to perform work which is injurious to their health or physical well being. Any specific complaints must necessarily be handled on an individual basis.
104. **Jobs, Aisles/Pits** - Management will not set up a regular production operation that requires the operator to cross an open pit. It is in the best interest of everyone to not have

regular production operations set up to have an operator either cross conveyor lines or to cross aisles as part of each job cycle. Any regular production operation that is currently set up or contemplated to be set up to cross floor conveyor lines or ramps; or to cross aisles as part of each job cycle, will be reviewed by the District Committeeperson, the department, and the Joint Health and Safety Representatives to ensure the safety of the employee(s) involved.

105. **Job Changes** - Operations will have a consistent classification based on jointly established criteria. Management will review with the District Committeeperson any contemplated changes in operations that could result in the operation being placed in a different classification, keeping consistency between shifts. If a dispute arises concerning the classification, it will be reviewed with the Shop Committee and higher Management. During local negotiations the Union expressed their desire to designate first shift as the lead shift for all job changes. Under the current three shift operation it is not always possible to guarantee that all job changes could be limited to one of the shifts. During the times of physical modifications changes may have to be required on any of the three shifts. Management will ensure appropriate personnel will be available to support change implementation across all three shifts. All three shifts will be appropriately involved in the modification planning and implementations whenever possible. The committeeman for the shift will be informed before the change occurs.
106. **Job Descriptions** - As production assembly line operation elements change, Management will review with each affected production operator any change in his operation and provide him a copy of his work elements. When a dispute arises regarding a particular assignment within a classification, Management will furnish, upon the request of the committeeperson involved, a written copy of the description of the job in dispute. It is Management's intent that all production assembly line jobs have a job description and that they be the same on all shifts.
107. **Job Rotation** - The parties encourage and will support

those teams that decide to rotate jobs voluntarily. Rotation of jobs on a voluntary basis should be discussed in the team meeting. Rotation of jobs may include 2 or more operations in the team. Duration and schedule to be mutually agreed to by the operators. A team flexibility chart will be maintained on the team BPD board and will contain operator flexibility for each job in the team, as well as the schedule of rotation in order to facilitate problem solving. It is recognized by the parties that the Team Leader plays a vital role in supporting rotation as well as the utilization of SOS's, JES's, and problem solving to further enhance team flexibility and performance. Additionally, the parties will openly work towards increasing the level of rotation and continue to pursue the ultimate goal of full rotation in every team during the life of this agreement. The parties commit to jointly monitor and resolve issues to enhance the achievement of this goal.

108. **Jumper Cables** - Management will provide a set of jumper cables, a portable air compressor, and a hot shot as currently being supplied at the three main plant entrances for use by employees on the plant parking lots. Employees leaving proper identification can obtain this equipment from plant security and will return it immediately after its usage.
109. **Kick-On's/Off** - When breakdowns occur, the repair work is assigned to skilled trades employees. Management will not assign production employees to kick on or off, or to reposition units off the conveyor system, except in cases of extreme emergency.
110. **Leaks, Air/Water/Oil** - Specific complaints brought to Management's attention concerning air, water, and oil leaks will be investigated and any necessary repairs will be made as expeditiously as possible.
111. **Leave of Absence, Returns** - Resolved on the basis that Employees returning from Leaves of Absence granted pursuant to the terms of Paragraph 104 through 113, excluding Paragraph 106, of the National Agreement may be required to obtain medical clearance in view of the fact that their physical condition may have a direct bearing on their employability, job placement, etc., as determined by

- the Plant Physician. If required such employees will be paid from the start of their shift provided they report to the Medical Department prior to the start of their shift hours.
112. **Lighting** - Lights that are in need of repair or replacement will be repaired or replaced without undue delay. Based upon discussions between parties during the 2015 local negotiations the parties mutually agree to determine areas within the new body shop where lighting is needed to ensure a safe work environment,
113. **Line Speeds** - Those conveyors that are equipped with line speed adjustment devices within secured control panels will be secured and only authorized skilled trades employees and Maintenance personnel will have access to these panels. The designated skilled trades employees will be authorized to set the conveyor speed control(s) as determined by Management. Management will provide advance notice to the District Committeeperson of the area involved of any changes in line speeds. The speed of these conveyors will be checked periodically or upon the request of the District Committeeperson of the affected area, if he/she has reason to believe that the conveyor is not moving at the speed for which it is manned. Any designated skilled trades employee who adjusts the line speed of a conveyor will make a corresponding entry into and initial a log located in the Maintenance Office. This log will be available to the appropriate committeeperson for review. Line speed and model mix information will be supplied to the Union in writing one week or as far in advance as possible.
114. **Line Times** - Under existing conditions, the following assembly plant departmental production lines will be displayed on the Paint and General Assembly line-side monitors: Body, Paint, Pre- Trim, Trim, Chassis/Chassis II and Final. Body Shop line-side monitors will remain unchanged.
115. **Line Time, Production** - The joint parties concur that to maintain and improve the efficiency of our General Assembly areas we should maximize the utilization of buffers between our lines. To this end there will be times when independent line times are required in FF01, FF02, FO7 and the Door Line. In these instances management

will provide advance notice to the areas impacted.

116. **Loan Out Procedures, Division I** - The parties recognize that there are times at the start of a production shift when Management must make whatever assignments are necessary on short notice to cover operations in order to get the production line up and running. Recognizing this fact, Management will assign employees to job openings within the group as follows: "Absentee Replacement Operators" (ARO), "Extra Operators", and Team Leaders, with no additional restrictions. If the job assignment is outside of the employees' group, Management will assign as follows: "Extra Operators", "Absentee Replacement Operators" (ARO), and Team Leaders, beginning with the lowest Seniority "Extra Operator". In those instances, where a specific employee skill sets and/or knowledge are critical to performing a job in another group, i.e. "Team Leader", Management will coordinate with the appropriate Committee person to fill this job with the appropriate employee. In those instances, where Management assigns an "ARO" or "Team Leader" outside the group, as stated in the aforementioned paragraph, a concerted effort will be made to return these employees to their own group to function. Management will make a concerted effort to assign employees, classified as "Team Leader", to function as a "Team Leader". Priority will be given to job assignments in groups where there are no "Team Leaders" available to service the employees in that area. Any abuse in regard to this loan out procedure/job flexibility assignment should be brought to the attention to the Personnel Director, or designee and resolved. It is further understood and agreed between the parties that this understanding in entered into good faith and is designed to posture the Wentzville Assembly Center in a favorable competitive position, and such the parties will mutually work to satisfactory resolve any problems that may arise.
117. **Loan Out Procedure, Reclamation Dept.** - Management will make every effort not to loan Department 73 employees to production, when an outside vendor is present in the plant performing a rework during their shift hours, except in cases of an emergency or excessive

absenteeism. If such a situation occurs, Management will make every effort to minimize the amount of time the employee is assigned to production, and will return the employee to his/her regular job assignment in Department 73 as soon as another operator is available to perform the job. If it becomes necessary to reassign all of the Reclamation Department employees who are working on a given shift to production due to an emergency or absenteeism while a rework(s) is being performed in the plant, then Management and the Union will discuss an equitable resolution to expedite the Reclamation employee's return to his/her Department.

118. **Lockers** - Personal lockers are available for employees upon request through Plant Security, in the locker/restroom facilities located at the Trim and Chassis entrances and on the Mezzanine. It is not Management's intent to open employees' personal lockers or tool boxes, except in emergency or unusual conditions. When an employee's locker is opened, it will be done by a member of the Plant Security Department and in the presence of the employee, if practical and circumstances permit. It is also Management's policy to notify employees when lockers are to be fumigated during model change periods or other similar circumstances.
119. **Lunch/Relief Changes** - Provides flexibility to Management to move breaks and lunch in response to production disruptions: The parties recognized the need for Management to have the flexibility to alter established breaks and lunch times during periods of production disruptions. In this regard, Management will have the flexibility to move lunch or breaks, but also recognizes that changes to lunch breaks prior to four (4) hours after the start of the regular production shift is undesirable. In addition, Management is committed to provide notification to the Shop Committee, as far in advance as possible, of any such change. It is further understood and agreed between the parties that this memorandum of Understanding (MOU) is entered into good faith and is designed to posture the Wentzville Assembly Center in a favorable competitive position and as such, the parties will mutually work to satisfactorily resolve any problems

that may arise. Management will inform the Union and employees of changes in break or lunch times as far in advance as practicable, but will not change breaks any breaks earlier than 18 minutes of their normal times. Any changes will be notified to the chairman 12 minutes in advance.

120. **Maintenance Job List** - A designated representative of the Union will be placed on the distribution list of the Weekly PM status recap report which reflects the preventative maintenance activity which was performed during the preceding week. Additionally, a hard copy of the Master PM Report will be given to the Union.
121. **Material Checking** - Any checking of productive material will continue as presently being performed by bargaining unit employees. As a result of a discussion during these negotiations, Management stated that Material Department employees will be assigned occasionally to spot-check certain commodities, e.g., highly pilferable items, as warranted by the existing circumstances.
122. **Material Delivery** - The delivery of production material in the original source container or the J.I.T. container to the point of use is one of the primary responsibilities of Material Department employees. Broken boxes or skids which could be hazardous will not be stocked to operations.
123. **Material Driver, Maintenance** - When skilled trades employees are scheduled to work overtime on weekends, a Material Department employee classified "Stockman" will be scheduled to work when his/her services are requested to provide support to the Maintenance Department, and their services are not required in the Material Department. A department-wide overtime equalization "master chart" will be established for the sole purpose of selecting an employee for these weekend assignments. An employee so scheduled is normally supervised by Maintenance personnel. The primary responsibility of the employee so scheduled is to provide support to the Maintenance Department. However, this does not preclude this employee from being assigned to perform regular Material work to ensure that their services

are fully utilized. Any Material Department employee scheduled to work in accordance with these provisions, will work the scheduled hours of the skilled trades employees to whom they are providing support.

124. **Material, Inventory** - The initial counting of material for inventory purposes will be performed by Material Department bargaining unit employees.
125. **Material Loading/Unloading** - Under normal circumstances the loading and unloading of material and equipment from box cars, enclosed trailers and or covered vans at plant receiving docks, when special expertise or assistance is not required, is one of the primary responsibilities of Material Department employees. The loading and unloading of baskets and pallets likewise normally will take place on a dock. The loading and unloading of maintenance equipment, scrap and/or material at other locations in the plant, including the necessary paperwork, may be performed by other employees and/or sub-contractors in the performance of their jobs. Baskets and pallets of incidental machine components which are required to be shipped with a specific piece of machinery or equipment will be loaded or unloaded by the employees responsible for loading or unloading that piece of equipment or machinery.
126. **Material Moving** - The moving of material and bins is a normal function of the Material Department.
127. **Material Pilot Work** - All material pilot work on the plant floor will be bargaining unit work and will be assigned to Department 50.
128. **Material Racks** - In the Wentzville Truck Assembly Center, the bolting, unbolting, anchoring, welding, and moving of, stationary floor roller conveyor racks and manual turntables, stationary stands and platforms, and the connecting and anchoring of air lift tables, by bargaining unit employees is primarily the responsibility of employees within the Millwright classification. The assembly, disassembly, and moving of material racks, including J.I.T. racks, and the pinning of these racks, is the primary responsibility of Material Department employees. The proper number of employees will be assigned to a job in order to perform it safely.

129. **Material Seat Spray** - An appropriate aerosol disinfectant spray will be identified by the LJHSC and made available to Material drivers through General Stores.
130. **Material Sequencing** - Resolved on the basis that under existing conditions Management's tentative plans call for Material Department employees to be involved in the in-plant sequencing of certain commodities in off-line satellite areas where there is no sub-assembly of production parts involved. Identification of these parts to be sequenced, and the specific location(s) involved, will be reviewed with the Union as this information becomes available.
131. **Material Stock Chasing** - The picking up and delivering of stock in Departments 11, 15, 19, 25, 30, and, 40 is work that is normally performed by the Material Department.
132. **Material Storage** - A jointly designed training course has been developed by the Joint Union Health and Safety Committee. It is specifically designed to stress the safety problems associated with improper material storage such as double stacking, top loading racks, using damaged or otherwise unstable racks or material baskets, and exceeding specified stacking heights. All new employees transferred into the Material Department will go through this training course. At least once monthly, the plant Material Director, the plant Safety Group Leader, the Union Health and Safety Representative and the Material Department District Committee person will randomly select an area of the plant to be audited for compliance with safe stacking practices. Material Group Leaders will be notified of discrepancies found and a record will be maintained by the Safety Department.
133. **Material Train Movements** - It is recognized that it is undesirable for the train locomotive to enter the building. Management has discussed this matter with appropriate railroad personnel, and they have agreed that they will make every effort when pulling and/or setting rail cars, to do so in a manner that the locomotive does not enter the building.
134. **Material Training** - Management will provide sufficient resources and facilities to develop and utilize an obstacle

course for fork truck and tugger train drivers to learn successful driving before being assigned to deliver materials.

135. **Medical Appointments** - If an employee is at work and is sent to an outside medical facility by Management for treatment of a plant injury or occupational disease, they will be paid to the end of their regular shift, providing they return to work prior to the end of the shift. If an employee does not return to work due to medical restrictions or insufficient time, payment will be made to the end of the employee's shift. Second shift/ Third shift employees who are sent by Management to outside medical facilities for treatment and then directly report and go to work will be paid from the start of their shift. In addition, during these negotiations the parties discussed the desirability of making medical appointments, for the treatment of employees with plant incurred injuries, during the regularly scheduled hours of an employee's shift. The Medical Department has been instructed that whenever possible and practicable these appointments should be scheduled during the normal hours of an employee's shift. Second shift/ Third shift employees will have their appointments scheduled on or about to their regular shift hours as possible. In those situations wherein an employee is required by Management to report to an outside doctor for medical clearance prior to returning to work, the situation will be reviewed, if circumstances permit, by the plant doctor prior to the employee being required to exit the plant. The parties also encourage other available resources, such as Work Family Representatives and members of the Work Place Violence committee, to be utilized as may be appropriate at that time. Other issues surrounding this process will be discussed and resolved between the Chairman of the Shop Committee and the General Group Leader of Labor Relations. During the 2015 Local Negotiations the Union expressed their concern regarding employee's who return from disability leave and have to wait in the medical department on their own time prior to clearing medical. In order to help accommodate team members they will be afforded the opportunity to schedule appointments one hour before the

- shift on a first come first serve basis.
136. **Medical Coverage** - The Medical Department is staffed by qualified medical personnel during shifts when full production is in operation to provide necessary medical service for employees. Management will take into consideration the nature of the work that is scheduled during non-production days when making a decision on medical coverage. During any period that the Medical Department is not staffed and a case cannot be dealt with utilizing minor first aid treatment, prompt transportation of employees to the nearby medical facility will be arranged.
  137. **Medical, Employee Relations** - Management fully expects all Management employees to conduct themselves in accordance with the Wentzville Operating Philosophy and to treat employees with dignity and respect. Any complaints in this area will be discussed in a meeting between the Chairman of the Shop Committee and the General Group Leader of Labor Relations. Any necessary corrective action will be implemented as a result of that meeting.
  138. **Medical, Injuries** - Management will notify the Union when an employee is seriously injured. The Union will be provided updates on the status of employees who are seriously injured.
  139. **Medical Records** - Resolved on the basis Management will comply with OSHA Standards with respect to access to Medical Records.
  140. **Medical Resources** - Periodically we have and plan to continue to host Health Care Fairs for our employees. In addition, comprehensive health care coverage through various providers are currently available to employees, many of which promote healthy life styles, periodic checkups, and regular doctor visits. In addition, the very successful LifeSteps program (1-800-711-5934) provides valuable resources for employees who have questions and issues regarding a variety of personal health related subjects, over and above the advice that is given to employees by our plant medical employees.
  141. **Medical Response Team** - The local parties will jointly request of the National Joint Committee on Health &

Safety that a Voluntary Emergency Medical Response Team be established locally, as provided in the minutes of the Health & Safety Subcommittee of the 1999 National Agreement.

142. **Medical, Sick Leave Returns** - Resolved on the basis that employees returning to work following the expiration of a sick leave will be required to obtain medical clearance on their own time prior to returning to work. The Joint Parties will review effectiveness of this process and will make improvements as necessary. Whereas medical is not properly staffed to process sick leave returns in a timely manner, therefore be it resolved, employees will be able to schedule an appointment with medical on their day of return before the beginning of their shift and be paid from the beginning of their shift.
143. **Medical Transportation** - Ambulance service is provided at Management's expense when such service is required as a result of a plant occupational illness or injury. The ambulance company utilized conforms to state standards including license and inspection of vehicles, E.M.T. and paramedic staffing requirements. Ambulances used for emergencies are fully "life support" equipped. Transportation will also be provided for employees who have incurred injuries or are being sent to an outside medical facility by Management for treatment of a plant injury or occupational disease. Any complaints pertaining to the transportation service will be discussed with the provider of the service to insure the adequacy of the transportation service. Employees who are authorized to utilize their own privately owned vehicle when being sent to medical facilities for treatment of a plant injury or occupational disease will be appropriately reimbursed for mileage. If an employee is at work and is sent to an outside medical facility by Management for treatment of a plant injury or occupational disease, they will be paid to the end of their regular shift, providing they return to work prior to the end of the shift. If an employee does not return to work due to medical restrictions or insufficient time, payment will be made to the end of his shift. Second shift employees who are sent by management to outside medical facilities for treatment of plant injuries during

other than second shift hours, and who report and receive such treatment and then directly report and go to work will be paid from the start of their shift. In addition, during these negotiations the parties discussed the desirability of making medical appointments, for the treatment of employees with plant incurred injuries, during the regularly scheduled hours of an employee's shift. The Medical Department has been instructed that whenever possible and practicable these appointments should be scheduled during the normal hours of an employee's shift. Management will continue its current practice of providing assistance to find transportation for those employees who are too sick to drive or do not have transportation when leaving the plant.

144. **Microwaves** - Special requests made by the Shop Committee for additional microwaves will be given prompt consideration and machines added where needed. Microwave ovens will be cleaned as discussed between the parties.
145. **Mobile Equipment** - The current mobile equipment will be maintained in proper working condition. Replacement equipment will be timed with normal lease expiration.
146. **Mobile Equipment, Safety** - Fork truck drivers are not normally assigned to deliver material to production lines during periods when the production line is shut down due to breaks or lunch. Management will review with fork truck drivers the importance of exercising caution while operating their equipment in those areas where employee are on break or lunch. .
147. **Motorcycle Parking** - Additional motorcycle parking will be provided at all three entrances.
148. **News Vending** - Management will continue to provide newspaper vending with the understanding that employees are responsible for proper disposal of them.
149. **Noise** - Management recognizes the desirability of eliminating unnecessary noise within the plant. Consistent with this objective, Management will continue its program for occupational hearing conservation and noise control which includes an annual survey designed to identify employees for inclusion in the General Motors Hearing Conservation and to enable the proper selection

of hearing protection.

150. **Non-Slip Surfaces** - Ramps with non-skid painted surfaces will be inspected and repaired as necessary. Management will maintain non-slip working surfaces at all fluid fill locations. In an effort to provide the best product, Management will continue to explore new and/or alternative non-slip materials which may be superior to present conditions.
151. **Orders From Supervision** - Management stated that it was willing to recognize that it is more desirable for employees to take orders from one Group Leader. In line with this thinking, Management will instruct its supervision to relay orders through the immediate Group Leader. However, there may be extenuating circumstances wherein an emergency (such as extreme production difficulties, misconduct or shop rule violations whichever is applicable) would require instruction by other than the immediate Group Leader. Management acknowledged that employees will be notified of changes in supervision.
152. **Overtime Between Shifts** - Management agreed that no scheduled production shift will be disadvantaged from working scheduled overtime. Lost production, during a shift of 4 hours or more due to a breakdown will be made up by the shift that best supports a recovery plan and minimizes the overall impact to the operations. Discussion will be held with the local union prior to scheduling. Management will periodically review the overtime hours worked on each production shift off 'K' line to determine that a reasonable relationship exists between the shifts with respect to scheduled plant production overtime. Management will also review the overtime worked on each production shift within each department and where practicable make scheduling adjustments accordingly. Any issues in this regard will be jointly discussed with management's intent being to maintain a reasonable balance of hours between production shifts in so far as practicable. Plant overtime production scheduled will be reviewed with the union. During the 2015 local negotiations the union requested management to equalize voluntary overtime hours

between shifts. Management will include the union in advance discussion of scheduling special periods of overtime and solicit their input. Management will attempt to maintain a reasonable relationship of overtime hours between the shifts as long as the scheduling of hours does not negatively impact schedule, efficiency or organizational effectiveness. Management will take into consideration prior week's schedule and breakdowns when making a final determination.

153. **Overtime Charts** - Bargaining Unit employees will not be assigned to maintain Paragraph 71 overtime equalization charts or perform other Supervisory duties.
154. **Overtime, Division I vs. Division II** - The cleanup of scrap, etc., generated by skilled trades employees in the performance of their jobs, is work that is normally performed by skilled trades employees as an incidental part of their overall assignment. When it is anticipated that there will be large amounts of this debris to be cleared from the area or disposed of, this work will be assigned to 3<sup>rd</sup> Party (Housekeeping).
155. **Overtime, Double Shifts** - Employees who are offered a double shift and refuse to work are not to be charged, and those that accept will be charged. Any problems concerning spread of hours issues resulting from this agreement will be discussed between the parties. Language relative to this settlement will be included in the Local Agreement Pertaining to Administration of Paragraph (71) of the National Agreement.
156. **Overtime Notification** - Management will notify employees of scheduled line hours on the communication system no later than Thursday of the preceding week. However, when Saturday production schedules are known, they will be entered on the communications system at least three (3) weeks in advance with the understanding they are subject to change. In case of deviation from the posted schedule, Management will notify employees at least two (2) hours in advance of their quitting time except when circumstances and conditions make it impossible to do so. Under the current conditions the tentative production schedule will be communicated on the second Monday of each month for the following

month. It is understood due to operational challenges the schedule is always open for potential modifications. Management will inform the union as far in advance as practicable regarding the scheduling of overtime due to an emergency situation. The parties will be guided and will abide with the provisions of the GM-UAW National Agreement regarding the Memorandum of Understanding on Overtime. Management will engage the Local Union in discussion prior to scheduling in these situations.

157. **Pad Documents** - During the local negotiations the union expressed their desire to have a complete set of pads for the quality gate in the old body shop. Under current conditions these books will be established, maintained in the old body shop and revised as needed.
158. **Paint Color Booth Seals** - Seals are currently being replaced on an as needed basis.
159. **Paint, Cleaning of robot applicators and changing the arm and gun covers.** During the 2015 local negotiations the parties discussed the cleaning of robot applicators and changing the arm and gun covers in the Paint Shop. The parties recognize that the Paint Shop is an ever changing area in technology and culture therefore it needs to be able to operate in a similar fashion to the other World Class Paint Shops. Under the current conditions utility-paint system spray equipment and monitor employees will be responsible for cleaning of all robot applicators, the changing of all robot covers including current beam covers that came in the current robot. ISS will be maintained by UAW/GM skilled trades employees. Be it further stated that any PMP tasks that can be performed through the use of a simple TIS by the Gun Techs will be implemented with the review by Joint Team consisting of at least one member of the UAW and GM. An innovative shift schedule will be developed by the parties to provide coverage to facilitate these responsibilities. Utility-Paint Systems Spray equipment & monitor employees will clean the Feather duster and Blow offs
160. **Paint Department Coveralls** - In the parties' continuing efforts to produce and maintain a world class quality paint finish on all vehicles assembled at the Wentzville Assembly Center, lint-free coveralls, gloves and hats are

mandatory wear by all employees in the paint shop.

161. **Paint Gun Techs** - The following presents the job description for the Spray Equipment Monitor and Repair classification, commonly known as Gun Techs. The categories generally describe the work done by Robot Monitors and Gun Techs, but is not meant to be all inclusive or limiting as to the work required of this utility group under all situations. The attached job description is applicable to Team 15-G, 1st and 2nd shifts. It should be noted that an operator's specific job assignment may have elements of several of the jobs described, i.e. an operator may have a combination of robots and recipes or robots and Bells to monitor or an operator may repair guns and have cleaning responsibilities during breaks or between shifts. It should also be noted that Tech Services personnel may be required to perform certain operations normally performed by Spray Equipment Monitor and Repair personnel during the completion of their normally assigned preventive maintenance and repair tasks. This type of working relationship has been and continues to be necessary in maintaining an effective operation at the First Color and other spray booths. The following pages describe the current job elements within the Spray Equipment Monitor and Repair classification:

**ROBOTIC SPRAY PAINTING EQUIPMENT:** This equipment includes the GMF robots in the First and Second Color Booths. The Spray Equipment Monitor and Repair classification responsibilities include but are not limited to the following: (1) Operate the manual control panel for robot movement, gun testing, calibration and cycle starting. (2) Monitor paint application quality and take corrective action on all problems. (3) Make fluid and air adjustments to the robot where applicable. (4) Remove for repair and replace robot spray guns when they are not properly functioning. (5) Change air caps and clean robot spray equipment as required. (6) Notify Process Engineer or Process Technician when path adjustments are necessary. (7) Notify proper parties of equipment failure; i.e. broken hose, broken pin, failure to arm, etc. (8) Responsible for fluid flows and gun patterning on all robotic spray equipment (9) Responsible for replacement

of foam on robot gripper arms.

**ROTARY ATOMIZED ELECTROSTATIC SPRAY PAINT EQUIPMENT BELLS:** This equipment includes the Turbo Bells in the Interior, First and Second Color Booths. The Spray Equipment Monitor and Repair classification responsibilities include but are not limited to the following: (1) Monitor paint application quality and take corrective action on all problems. (2) Operates manual control panel and data entry panels to operate equipment properly and to enter jobs, including entering ghost jobs. (3) Remove and replace the following items, while performing their job assignment: a. Bell Heads b. Bell head catchments; and Bell shrouds. c. Shaping air plates. (4) Reports all equipment failures to the proper parties. (5) Clean Bell equipment as necessary, including interior portions of Bell cabinets. (6) Responsible for fluid flows on Bell application equipment.

**RECIPROCATING SPRAY EQUIPMENT:** This equipment includes the conventional reciprocating spray machines at the First and Second Color, and First Repair Booths. The Spray Equipment Monitor and Repair classification responsibilities include but are not limited to the following: (1) Operate the manual control panel and data entry panels which operate the equipment and to enter jobs. (2) Monitor air caps to insure proper spray patterns and clean air caps between jobs as required. (3) Notify the proper parties of equipment failures. (4) Remove for repair and replace reciprocating spray guns when they are not properly functioning. (5) Responsible for fluid flows and gun patterning on all reciprocating spray equipment. (6) Responsible for removal, repair, and replacement of automatic reciprocator spray guns.

**SPRAY GUNS IN THE PAINT DEPARTMENT:** This equipment includes conventional hand guns, automatic reciprocating spray guns, hand held electrostatic spray guns, stationary electrostatic spray guns, robot spray guns, and stone guard guns. The Spray Equipment Monitor and Repair classification responsibilities include but are not limited to the following: (1) Responsible for removal, repair and replacement of paint spray guns. (2) Responsible for parts inventory in the gun cage. (3)

Responsible for routine replacing of paint and air hoses at hand spray stations. (4) Responsible for fluid flows and gun patterning.

**PAINT CIRCULATING SYSTEMS AND PAINT OVEN EQUIPMENT:** This equipment includes all paint circulating systems and paint baking ovens. The Spray Equipment Monitor and Repair classification responsibilities include but are not limited to the following: (1) Responsible for the proper condition of all the paint circulation systems. Make a weekly check to insure that all the systems are flowing properly. Problems will be reported to the proper parties. A written status report will be issued. (2) Responsible for reporting the temperature of the circulating systems. Temperatures are kept in a log book and out-of-specification temperatures are reported to the proper parties. (3) Responsible for running daily thermocouples on each oven and maintaining thermocouple charts for all ovens according to QCP-61. (4) Responsible for the monitoring and recording of temperatures and humidity throughout various areas of the spray booth at two (2) different times of the day. (5) Makes sure that the ovens have come up to the proper temperatures each morning. Any variations are reported to Tech Services. (6) Checks the differential in all the oven filters and informs Booth Cleaning of any variations so that they can be changed. (7) Routine replacement of jumpers on circulation systems when necessary. (8) Changes all paint filters within the spray booths. (9) Set up and clean up of paint pressure pot equipment for special color testing.

**PAINT ROBOT TEACH FUNCTION:** When teaching is deemed necessary, an employee classified "Spray Equipment Repair and Monitor" will work in conjunction with Management personnel present. He will help map out various paths and manually teach the robot through the points in those paths. Skilled Trades employees will under normal conditions be utilized if equipment repairs are needed during this teach function. Skilled Trades are responsible for "booting" the program using the Karel controller and mastering the robot.

**GENERAL:** All Spray Equipment Monitor and Repair

classification operators have responsibilities including but not limited to the following: (1) Safety - Observe all safety precautions in and around spray booths and ovens. (2) Cleaning Elements of all Gun Tech duties involve cleaning aspects of the equipment. (3) Housekeeping - All Gun Techs are required to maintain good housekeeping in their work areas. The modification of any spray parameter for paint automation equipment is normally the responsibility of employees classified "Spray Equipment Repair and Monitor" under the guidance of Management personnel.

162. **Paint Sanding** - Paint Sanding Operations - Paint Department sanding operations on the GMT 610 and 31XX are performed in a booth. In the event, special circumstances require sanding outside a booth for small areas, the Local Joint Health and Safety Committee will review the operation and appropriate controls will be instituted.
163. **Paint Spray Booths** - Under current conditions, tentative plans call for the Paint Department spray booths to be cleaned on the third shift prior to the start of each production day. Any complaints brought to the attention of Management concerning the cleanliness of these booths will be investigated and corrected as required..
164. **Paint Spraying** - It is Management's policy that no spraying will be performed outside of a spray booth which would be detrimental to the safety or health of employees. Any complaints that cannot be resolved will be reviewed by the Management and Union Health and Safety Representatives.
165. **Paint Ventilation** - Following resumption of production operations, the District Committeeperson and Paint Department managers will jointly inspect the ventilation system in the Paint Department to ensure that all equipment is in proper working condition. On special days where there exists extreme or abnormal heat conditions in the base department paint shop spray booths, the Department Manager/Area Manager will meet with the committeeperson to discuss necessary corrective action for that day.
166. **Paragraph 30** - Mutually agreed weekly meetings

concerning Paragraph 30 will permit the committee person enough time to properly present his grievances and for the parties to discuss a reasonable amount of general items not reduced to writing. Such meetings will be completed without unnecessary interruption. The local practice for meeting with higher supervision will be with or without another committee person (Shop) present at the committee person's discretion.

167. **Paragraph 30, Alternate Committee person** - This demand is resolved whereby weekly Paragraph 30 meeting will be scheduled and Alternates will function during those designated meetings times, manpower permitting.
168. **Paragraph 78** - During these negotiations, the parties discussed the Union's concerns relative to employees being reassigned as a result of their filing legitimate production standards grievances. Management reaffirms its commitment to fully comply with the intent of Mr. A.S. Warren, Jr's letter of March 21, 1982 (Document Number 54), which states in part that Management does not consider it proper to transfer, reassign or separate employees because they file legitimate production standards grievances. Any complaints brought to Management's attention will be promptly addressed.
169. **Paragraph 215** - Members of Management will not operate any equipment for the purpose of hauling parts, material or any other items in violation of Paragraph 215 of the National Agreements.
170. **Parking Lot** – During the 2015 local negotiations the parties reviewed a comprehensive parking lot plan which established designated areas and set requirements for parking in the open lots. The plan was established with the input of various employees including Health and Safety. Future safety issues pertaining to this topic will be reviewed by our safety departments, other subject matter experts and the Shop Committee for analysis and corrective actions.
171. **Parking Lot Cleaning** – Under the current conditions Management is committed to cleaning the parking lot as needed to provide a safe environment for employee usage. The parking lots will be cleaned quarterly.

172. **Parking Lot Patrols** - Plant Security Personnel make parking lot patrols on a random basis. Where this proves to be ineffective, additional patrol measures will be taken. Additionally, parking lots are monitored via closed circuit television. The computerized dusk to dawn lighting will be kept on and will be properly maintained.
173. **Pay, Contractual Absences** Under current conditions all payroll adjustments and inputs processed prior to 5:00 pm on Mondays for the previous week will be paid in the current week.
174. **Pay, Detained Employees** - Employees scheduled to work who are delayed unnecessarily beyond the starting time of their shift by Plant Security when entering the plant will be fully compensated. In addition, Management will reinforce with the Plant Security Department the necessity to have officers at the exits in a timely manner at the end of shifts.
175. **Payroll & Personnel Service** - Currently a self-serve rack is located in the Personnel area. Payroll question forms are included in this self-service rack. Responses are normally communicated to the employee the next regular production day following the submission of the question. Further, unless circumstances preclude it, a member of the Labor Relations Department is normally available one half hour prior to the beginning of the second shift and during first break.
176. **Peelable Materials** - The application of any material (colored or uncolored) such as Vincote or other sprayed and painted "peel able" material to the outside of spray booths, roll test rooms, etc., which is done in areas affected by spill, overflow, splash, exhaust fumes, etc., as well as the inside of said facilities, will continue to be normally done by employees in the Utility-Enclosure Attendant-Paint Systems (Booth Cleaner) and/or 3<sup>rd</sup> Party (Housekeeping). The application of the above materials when done strictly for "beautification" purposes will be performed by employees in the skilled trades classification.
177. **Personal Belongings** - Settled on the basis that clothing is subject to normal wear which is not the responsibility of Management. However, in cases where there is damage

or destruction to clothing or personal property and there is evidence that it was due to equipment failure or other circumstances, through no fault of the employee, either such clothing or personal property will be restored to its original condition or the employee will be reimbursed for the fair value of the item. This is provided the employee is free of negligence, and did use the authorized protective clothing provided by Management.

178. **Personal Time Off** - Management recognizes that there are times when employees have personal problems requiring their absence from work. Employees who request to be excused in advance for a partial shift or a full shift or more, will be given prompt consideration and the employee will be notified as soon as possible of Management's decision. Once the employee's absence has been approved it will thereafter not be changed without the consent of the employee. When time off is approved, the employee will be notified in writing stating date and time of approval. A form entitled "Request For Time Off" is currently in use for the purpose of this notification process. Management will review this procedure with Group Leaders in an effort to ensure that the use of this form is being uniformly applied. An "E" box will be added to the Request for Time Off form. Local Demand 178 will be amended to say 'E' days or excused days off may be requested up to seven calendar days in advance. Management will respond to the request granted or denied no later than two working days after receiving the request.
179. **Personnel Files** - An employee who wishes to review his/her personnel file will be permitted to do so in compliance with Document Number 34 of the GM-UAW National Agreement.
180. **Pest Control** - Under current operating conditions, the task of controlling pests and rodents inside the plant will be assigned as part of an existing job function within 3rd Party. It is understood that adequate training will be necessary prior to such assignment and that this task would be performed on a periodic, as needed basis. Management may utilize other methods to maintain pest control.
181. **Picker Units** - Authorized manufacturer safety devices on

mobile picker units will not be removed or bypassed unless approved by the Local Joint Health and Safety Committee.

182. **Pit Cleaning** - In pits that are "manned" for production operations, routine cleaning will be performed by those employees working in the pit. Other than routine cleaning is the responsibility of employees assigned to 3rd Party (Housekeeping). In pits that are not normally "manned", cleaning will be performed on an as needed basis or when conditions exist that are brought to Management's attention which require corrective action.
183. **Pit and Plenum Lighting** - The parties agreed that adequate lighting in pits is needed to allow work to be safely performed. Due to the length of some conveyor pits discussed, permanent lighting will be installed in the K-line pit and appropriate temporary lighting will be used in other conveyor pits. Questions regarding temporary lighting will be reviewed by the Joint Health and Safety Committee. Management will maintain the current lighting system for the paint plenum. When it becomes necessary to enter the air tunnel, proper confined space procedures (atmospheric testing, ventilation) will be utilized. Temporary lighting sources connected to GFI outlets will be utilized to provide illumination in the paint tunnels. Management will maintain a lighting system in the pits, trenches, and under the floor areas in General Assembly to provide adequate illumination during periods of entry. This lighting system will be permanent for areas of entry, egress, and points of operation which require normal preventive maintenance or suffer frequent breakdowns; and temporary for areas of infrequent occupation.
184. **Pit Opening Lids** - A joint review of priority areas will be conducted by the Health and Safety Department to identify applications for additional integrated barriers. Agreed upon barriers will be installed.
185. **Plant Temperature** – During the 2015 local negotiations the union expressed concern over the plant temperature and challenges during extreme weather hot or cold weather. Management is committed to operate the facility in accordance with the GM operating standards. The

parties are committed to work jointly in addressing areas of concern regarding facility temperature. Management will ensure the air conditioning and/or heat is turned on in advance of the shift start time and after the conclusion of the last production shift of the week to ensure adequate air flow throughout the facility during production hours. In addition management will add additional fans in mutually agreed upon locations in the Body Shop, Final Process and Care Line. During the 2015 local negotiations the Union expressed concern regarding areas of the Paint Department that they feel exceeded acceptable temperature ranges. The parties are jointly committed to provide a safe environment for all employees. During these negotiations Management has rebalanced the air flow going to the front of the booth which will address this concern. In addition plastic barriers have been installed around the EL to assist in air movement. Future concerns will be discussed on a one for one basis between management and the union for resolution.

186. **Projects, Safety Involvement** - During this negotiations the parties discussed the importance of Safety representative involvement in the early stages of projects impacting our plant. The parties noted this involvement with the GMT 610 Van project and the Stamping facility construction and committed to continue their efforts to involve Safety representatives in future projects as they arise.
187. **Protective Clothing** - In the discussion of this demand, the parties recognized that the different work groups of employees in the plant have a wide range of various job responsibilities, requiring many different types of protective apparel. The parties also recognized that to list all of this protective apparel would not be practical. Therefore, Management assured the Union that Management will continue to provide employees with sufficient protective apparel in order to provide the necessary protection to them in the performance of their job assignments. Any complaints will be discussed and resolved between the Department and District Committeeperson in a prompt manner. Any protective clothing currently being cleaned and maintained by the

company will continue to be cleaned and maintained. In addition, as operating conditions change, coveralls and shop coats provided on these operations that meet the criteria of excessively dirty will also be cleaned and maintained by the company. Protective equipment items such as coveralls, gloves, welder sleeves, aprons, etc., which are dispensed from the General Stores Crib, are normally drawn from stores in advance and held in lockers in the work area for employee use. Employees will not be required to go to the General Stores Crib to obtain protective clothing on their own time.

188. **Protective Rails** - Management will install protective rails around the areas in the plant where needed.
189. **PTT Vehicle Test** – During the local negotiations the union raised their concern regarding the relocation of the PTT vehicle test to the ‘K’ line fast track in Chassis. The parties are committed to working jointly to resolve concerns regarding this issues.
190. **Quality Network** - Management will comply with the National Quality Network structure documents that are established by the National parties.
191. **Racks Inspections** - Over and under racks will be inspected on a regular preventative maintenance schedule. The frequency can be reviewed and adjusted by the Joint Health and Safety Committee if necessary. Additionally, following negotiations, one engine over and under rack will have the brake system inspected and that same unit will be inspected after six months usage. A determination will be made at that time as to preventative maintenance frequency. Problems arising in this area will be reviewed by the Local Joint Health and Safety Committee for prompt action.
192. **Rack Repair** – The parties agree to be more flexible with rack repair which allows Management discretion in determining when to perform this work with a 3<sup>rd</sup> party or in-house with bargaining unit members.
193. **Rail Road (Overhead Doors)** During the 2015 local negotiations the parties discussed their desires to have the rail overhead doors closed when not in use for switching of trains. The parties are committed to minimize the opening of these doors to only the times needed to enter

and exit the building. Under current conditions Management will establish requirements of the rail road to accomplish this task.

194. **Reductions, Identical Jobs** - In production departments, in those situations where more than one (1) employee is assigned to perform identical duties in the same classification, shift and team, and it is necessary to reduce one or more of these employees, the least seniority employee will be reduced from the team and assigned a job in accordance with the provisions of the Local Seniority Agreement.
195. **Reinstated Agreements** - Unless otherwise agreed to, agreements and understandings not modified, deleted or superseded will be reinstated as part of the agreement.
196. **Relief Breaks, Overtime** - In accordance with the provisions of Document 56 of the GM-UAW National Agreement, employees are provided twenty (20) minutes of relief before lunch and twenty (20) minutes of relief after lunch based on a regular eight hour (8.0) shift. Any additional relief time provided employees for working scheduled line time in excess of a regular eight hour (8.0) shift will be as follows: Two (2) hours in advance of the quitting time (as established by the previously posted line time hours for that week). Management will post for each production department any change in the previously posted line time hours for that department. Thereafter, at the end of the straight time hours of their shift, employees will take any additional relief to which they are entitled based on any overtime posted at this point in time. If Management then changes the line time schedule after this point in time, any additional relief time will be taken at the end of the shift, and the Shop Committee will be notified. It is further understood, in the Paint and General Assembly departments, where there is more than one line time due to multiple production lines, all of the employees in that department will take their relief at the end of eight (8.0) hours based on the shortest line time. Then those employees that are entitled to additional relief based on the longer line time will take that additional relief at the end of their shift. In the Body Shop, when line time is scheduled beyond eight (8) hours, additional relief time

will be provided at the end of the scheduled eight-hour shift. If it becomes necessary to extend line time beyond the initial extension, additional relief time will be provided at the end of the extended line time.

197. **Relief, Emergency** - Management will continue to provide relief to employees for emergency restroom needs without undue delay to employees who have requested such emergency relief. The respective parties involved will discuss any abuse of this procedure.
198. **Relief, Personal** - Employees on personal relief are free to use such time as they choose in the plant.
199. **Relief, Medical** - Employees who are required by Management to report to the Personnel, Payroll or Medical Departments, will not be required to do so on their own time. If so instructed by Management, the employees will be paid the proper rate of pay for the time involved. It is Management's policy to relieve employees, who have requested to go to the dispensary, in a timely manner consistent with Management's obligation to provide treatment of injuries.
200. **Repair in Aisles** - If it becomes necessary to work on kick-off jobs in the base department aisle ways, this work will be performed in a safe manner that is consistent with safety and fire standards.
201. **Restroom Cleaning** - Plant floor restrooms will be cleaned and maintained once each production shift. All restrooms will have deodorizers installed. Consistent with the concept of continuous improvement: Management stated its intent to approach, where possible, the scheduling/performance of housekeeping work on an "as required" basis, in a manner that best utilizes the available resources and meets the needs of the workforce. During the 2015 local negotiations the union expressed their concern over the conditions of the restrooms. Management agrees the cleanliness of the restrooms is a reasonable expectation of all employees. Management is committed to ensure the restrooms are cleaned as needed. Under current conditions, high traffic restrooms, I.E, Chassis Locker Room, Trim Locker Room, Administration Hallway East and West, East and West Dock, Restrooms located at H29, J31, KK28, will be

- cleaned twice per shift. To further enhance communications and feedback a representative from the Shop Committee will be identified to participate with management in feedback reviews with those responsible for the performance of our local service provider.
202. **Restroom Exhaust Systems** - The Plant Engineering Department will conduct a thorough survey of the ventilation systems in the Assembly Center plant floor restrooms to determine if they are adequate or need repair. Improvements will be made in those areas where it is determined that the ventilation system is inadequate, and repairs will be made where required. Specific complaints brought to Management's attention concerning the repair of exhaust systems in restrooms will be investigated without undue delay and repairs will be made where required.
  203. **Restroom Flushers** - Automatic flushers will be installed in restrooms on a scheduled basis. If automatic flushers are found not to operate as intended, the problems will be discussed between the parties.
  204. **Restroom Graffiti** - The Parties agree that graffiti is a detestable practice and is contrary to the commitments made by all employees to keep the Center a clean, safe and aesthetically pleasing work place. Non-permanent graffiti will be cleaned on an as-needed basis in conjunction with daily cleaning schedules. Additionally, reasonable painting schedules of plant restrooms will be determined by usage and deterioration. If problems persist, the parties will meet to further discuss this issue.
  205. **Restroom Location** – During the local negotiations the union expressed concern regarding the restroom facilities for Care Line employees. Their concerns included the location of the restrooms in proximity to the employee work areas and employee travel paths to utilize them. As the conclusion of negotiations the local UAW-GM safety representatives will review and evaluate this concern to ensure we have an acceptable travel route to traverse to the restrooms.
  206. **Restroom Repair** - The Plant Engineering Department will conduct a thorough survey of the Assembly Center plant floor restrooms to determine if such items as toilets,

toilet seats, toilet paper holders, sinks, etc. require repair. Repairs will be made as required. Daily inspections are conducted by 3rd Party who will report any items in need of repair to their Group Leader. Specific complaints brought to Management's attention concerning the repair of restroom facilities will be corrected without undue delay. Necessary corrections will be given priority. Replacement parts for certain items that are most often in need of repair are kept in inventory as a normal course of business.

207. **Restroom Supplies** - Management will investigate a cost effective and efficient alternative means of transporting supplies in a safe manner from the plant floor to the elevated plant floor restrooms; with the intent or implementing an alternative if it meets this criteria.
208. **Return to Job** - When an operation is eliminated and subsequently re-established within thirty (30) calendar days, the employee who was assigned to the operation at the time that it was initially eliminated, will be given the option of being reassigned to the operation, providing the employee has sufficient seniority to be placed in the group in which the operation is re-established. The definition of an operation as it pertains to this issue is when 50% or more of the initial operation remains intact on the re-established operation.
209. **Reworks** - Management is aware of the Union's concern regarding reworks and other types of work (sub-assemblies) being performed by other than bargaining unit people both inside and outside the plant. All suppliers are responsible for the quality of the parts they supply to the Wentzville Assembly Center. Should issues develop with these parts involving the need to sort, repair or rework, the supplier, in conjunction with Wentzville management, will determine the process to correct these issues upon proper notification to the Union. This process may include the supplier performing this work in plant, a third party hired by the supplier performing this work in plant, routing the parts to an outside facility, or Wentzville employees performing the work to protect production operations until the supplier arrives. This process does not include Wentzville Stamping supplied parts. Under no

circumstance will a vendor perform work on their parts that have already been assembled on vehicles. Any issues regarding this process will be discussed between the parties.

210. **Ring Road – 3<sup>rd</sup> Party** – The parties agree to 3<sup>rd</sup> party activity on site (Ring Road location / facilities). Further clarification of this provision entitles Management to have a 3<sup>rd</sup> party located on company property, outside the 4 walls, resulting in a more streamlined and cost efficient operations. It is not the intent of this language to take existing UAW work and transfer it to a 3<sup>rd</sup> party.
211. **Robot Perimeter Guarding** - Resolved on the basis the parties agree that standardization of robot perimeter guarding is necessary. In regard to that objective, the parties agree that any new perimeter guarding will be installed consistent with the UAW-GM Safety Standards.
212. **Roof Guard Rails** - Resolved on the basis of the guidelines specified in the Roof Pass Procedure. A portable roof guard rail system will be provided for use by the employees that use the tar pit lift. Additional portable guard rail systems are available in the conveyor enclosure room for use in specified application. Additional portable system will be provided for the Power House.
213. **Safety Cables** - Safety cables on overhead body carriers are checked on an ongoing basis as other maintenance is performed on the carriers. Safety cables will be checked annually on each body elpo carrier and three rail carrier. Hoists and transfers will be safety inspected on a regular preventative maintenance schedule. Any hoists or transfers that are required by their nature and use to be checked on a more frequent basis for safety purposes will be done so. It is furthermore agreed that battery shop hoist, hood hoist body shop, stud weld and drill fixture behind finish grind booth and motor and transmission hoist chassis line will be checked once a week. The frequency can be reviewed and adjusted by the Joint Health and Safety Committee if necessary.
214. **Safety Glasses** - It is Managements policy concerning prescription safety glasses to provide such glasses to Team Members who are required to wear them on the following basis: When the Team Member is required to

wear safety glasses and the individual needs corrective lenses, the necessary prescription shall be furnished by the Team Member at his or her own expense. All other costs for the initial pair of safety glasses, such as grinding of the lenses, safety frames approved by the Safety Department and side shields will be paid by Management, except for certain frames which are partially paid for by the Team Member. The cost to the corporation of the base frame (those frames provided to the Team Member without cost) will be deducted from the total price of the frame chosen by the Team Member. Team Members are allowed to replace their prescription safety glasses once every two years. When a Team Member needs lenses for their safety glasses because of a change in prescription, Management will, not more often than once a year, assume the cost for such new lenses. Prescription safety glasses will be repaired without cost to the Team Member in those instances where the damage is attributable to the Team Member's work. The Team Member will be responsible for the repair when the damage occurs outside the plant or takes place in the plant, but is not the fault of management. When necessary, bifocal lenses will be provided for welding hoods in accordance with the above policy. It is expected that lenses provided will be of good quality. The full range of eye glass frames approved by the safety department is available to all hourly Team Members. Where it is determined the Team Member's work assignment is such that trifocals would be a benefit, Management will authorize them consistent with the local understanding. Progressive lenses (no lined bifocals) will not be available to employees. This provision will be subject to all Federal and State regulations. Management will continue its present policy of providing protective eyewear (non-prescription safety glasses) to Team Members upon request, for plant use. \* (The word "Team Member" mentioned in this document refers to all Division I/II employees).\* Under the current conditions glasses with modification diopters lens (bi-focal) will be available in General Stores.

215. **Safety Guidelines** - The Shop Committee and UAW/GM Health and Safety Committee will be provided with a set

of Federal Regulations and UAW - GM safety guidelines. Any need for periodic updates will be discussed by the Health and Safety Committee.

216. **Safety Shoes** - Management will enter into a co-pay procedure through the Safety Shoe Store for the purchase of safety shoes for limited operations with prior joint approval. Replacement will be on an as-needed basis. During the 2015 local negotiations the union expressed concern over proper footwear in the CMA areas due to heavy lifting of material. At the conclusion of negotiations the local safety department will review this area and determine if safety shoes are required. If deemed as a necessity, safety shoes will be provided for all impacted employees in that area.
217. **Sanitation Needs** - Sanitation needs of the plant will be assessed and an appropriate cleaning schedule will be formulated so as not to disrupt production activities.
218. **Sanitation Needs, “S - Aisle Walls”** - Condition of the “s-aisle walls” will be reviewed and the walls will be cleaned as is necessary.
219. **Scrap Loading and Hauling** – Operations related to scrap loading, hauling and disposing will be the responsibility of a 3<sup>rd</sup> party service provider.
220. **Scrap Yard** - No employee will be assigned to work in the scrap yard under conditions that are hazardous. It is understood that no employee will be assigned to work alone in the scrap yard, scrapping or mutilating raw metal or any other material while using power equipment.
221. **Seats, On-Line** - Management is currently evaluating, using the criteria noted below, the type of stool that would best replace those stools that are currently in use on many operations in the Body, Paint, Trim & Chassis Departments: Can be safely placed/used within the operation's footprint; Does not adversely impact quality; Is shared by the operators on both the 1st & 2nd shifts; Housekeeping and accountability of the seat is the responsibility of the operators. Any replacements will be on an as needed basis.
222. **Seat Covers** - Sanitary toilet seat cover dispensers are installed in all restrooms and will be serviced on a regular basis.

223. **Seniority Listings** - Plant and departmental seniority lists will be made available to all employees for their inspection. In this regard, one copy of each of these two seniority lists will be made available in a mutually agreed upon location in each production and service department. The lists will be displayed in glass-fronted bulletin boards. Seniority lists will be updated each two months. In addition, in the event of a major change affecting either the departmental or plant seniority list, an updated list will be made available.
224. **Sequencing** – If cost competitive, the Local Parties agree that kitting and sequencing of material will be performed in-house. For each sequencing job brought inside, an additional Tier II employee will be added.
225. **Shift Change** – During the 2015 local negotiations the union expressed their concern over the hardship placed on employees who are required to change shifts in the middle of the week. The parties agree that employees who are required to switch shifts will do so the first day of the work week.
226. **Shoes, Slip Resistant** - Team Leaders and Absentee Relief Operators who regularly service the Chassis teams where certain employees have been provided a slip resistant shoe will also be eligible to receive such a shoe on an as needed basis.
227. **Showers** - Showers will be reviewed on a periodic basis to determine that such facilities continue to be adequate. The Trim locker room showers will be cleaned on a daily basis by 3rd Party. Soap will be provided in the shower rooms and bath towels will be made available in the crib on a one for one exchange basis. Employees who are issued a towel and then request another towel but fail to exchange on a one for one basis will be charged for the additional towel. Whereas, shower stalls are old and do not work properly, therefore be resolved, refurbished all showers and shower stalls throughout the plant.
228. **Sludge Farm** - Management is interested in maintaining this area to the standards of good housekeeping and maintaining the health standards for this area. The area will be cleaned on a regular basis.
229. **Small Tools** - The pickup and delivery of small tools from

- repair cribs is work that falls within the bargaining unit.
230. **Smoking Stations** - The outdoor smoking stations are provided as a courtesy to the employees. The expectation is that the users of these facilities will maintain good housekeeping of these areas by placing cigarette butts & ashes in the ash trays and garbage / litter in the nearest garbage can. The ash trays and garbage cans will be emptied on a periodic basis. The current practice is that the station area is cleaned once a week and the station glass is cleaned once a month. The Wentzville Assembly Center will always follow the G.M. Corporate Smoking Policy as well as all applicable Federal, State and Local laws. Since smoking outside the facility is currently not regulated by any of those policies or laws, three additional smoking stations will be installed, in addition, those currently installed will remain. If additional smoking stations become available from other GM facilities, Management will, if there are no additional costs involved, attempt to acquire them. During the 2011 Local Negotiations management agreed that under current conditions they will provide a smoking shelter (outside) near the pre trim area. Under the current conditions the management will add an additional 6 smoking stations at locations to be determined at the conclusion of negotiations. The parties will encourage employees participation in classes designated to assist in smoking cessation through a wellness message in 2016.
231. **Snow/Ice** - Current practice is to pull snow/ice covered rail cars into the building to melt. Under those abnormal circumstances when there is a problem with snow and/or ice that could cause a safety problem, such snow and/or ice will be removed. Removing snow from plant walkways will continue to be 3<sup>rd</sup> Party. If a vehicle is brought back into Final Process from the yard for repair it will be cleared of excessive snow. Material from railcars and trucks is unloaded in a track or truck well, that have drains to handle any water run off, resulting from melting snow.
232. **Social Security Numbers** - Management is currently in the process of implementing the new hourly personnel tracking system. All employees have been assigned an

employee identification number (GMIN) and, eventually, this number will be used to identify employees in lieu of social security numbers. If Bargaining Committee members need to verify a social security number (last four) to answer seniority standing questions, they may view this information at the Hourly Personnel Department or Labor Relations.

233. **Spill Team** - Hazardous spill response team members will primarily be selected from 3rd Party employees and will receive initial adequate training and will receive refresher training as required. Openings on the hazardous spill response team will be filled on a voluntary basis. In the event there are more than enough employees capable of performing the required work, the oldest seniority employees will be selected. The parties mutually agree that a key element in the success and dedication of the members of this team is to recognize their efforts and contributions in completing a potentially hazardous assignment. The parties, therefore, will meet to identify special recognitions which may be appropriate for the hazardous spill response team. In addition, it is understood that employees other than 3rd Party employees, who have been properly trained and due to the elements of their job responsibilities, may be involved in the clean-up of spills such as the paint mixers cleaning up paint spills.
234. **Spot Lights** - Management will replace as needed two rechargeable spot lights for Safety Dept. 1-2 mil candle power.
235. **Staggered Starts** - Under current operating conditions, in those departments where there are staggered starting times in the same work group and classification, older seniority employees in that work group and classification, who can do the work and who indicate a desire for a different starting time, will be given preference. Employees who are placed on a preferred starting time at their request, will not be eligible for further consideration for a six (6) month period, unless they are reassigned back to their previous starting time by Management prior to the expiration of the this period. During the 2015 local negotiations the union expressed their desire for one consistent shift start time throughout the week for each day of production. Under

normal circumstances start time will be consistent throughout the week for each day of production. The parties recognize that circumstance such as early third shift starts are not a matter for discussion and are compliant to the National Agreement ‘MOU on Overtime’. In the event the business dictates a deviation from the normal start time it will be matter of review, in as far in advance as practical, between the department head and the respective committee person.

236. **Subcontracting Equip.** - Any issues concerning the location where outside contractors store equipment will be discussed and resolved with the Union.
237. **Team Center Floors** - 3rd Party will scrub and apply a sealer to the team center floors and reapply as necessary. This may require that the team centers be temporarily not available for use by team members while this task is being accomplished.
238. **Team Centers, Enclose** - Management will enclose the following currently existing team areas:  
Department 15 - Paint Department at main break area next to Paint Office  
These enclosed team centers will be non-smoking team centers, and housekeeping & visibility of the interior will be maintained. A television will be installed in the team centers. Specific complaints regarding these team centers will be evaluated by Management and the Shop Committee and modifications made where conditions warrant. During the 2015 Local Negotiations management agreed that under current conditions, the break area at HH44 will be enclosed. Under current conditions during the 2015 local negotiations the parties agree to enclose 4 team centers. Team centers will be staffed with a refrigerator, microwave and coffee pot. Issues /concerns generated by location of the conveyor in its relationship to team centers will be jointly addressed for resolution.
239. **Team Centers, Equipment** - During these negotiations, the parties mutually explored additional ways in which team meeting areas could be improved to better serve team members. Some of the items that the parties discussed were the addition of a microwave, a mini-refrigerator and personal lockers (if not already present)

in each of the team meeting areas. Management will comply with GMS guidelines pertaining to workplace organization team center. During the 2015 local negotiations management agreed under the current conditions they will install two wash basin in a mutually agreed upon locations for employee usage.

240. **Team Meetings** - Team Meetings, not to exceed one-half hour in length, will be held once each calendar month during scheduled shift hours with the following understandings: Team members are responsible to: Be in attendance and on time, as attendance at team meetings is mandatory. Not use team meeting time as a substitute for personal relief or for conducting personal business. Participate and give input. Team meetings are to be conducted in a business-like manner, and all employees are encouraged to participate in discussions. As such, employees are not to eat, read newspapers/books or conduct other personal business during the course of the meeting. \*An agenda will be prepared of those items to be discussed. These items are to include discussion concerning those responsibilities that directly affect the team's objective of producing a quality & cost-effective product in the safest manner. \*Team Leaders, in conjunction with their Group Leader will assist in preparing the team meeting agenda and conducting the team meetings. \*These team meetings will be conducted on a six (6) month trial basis, after which the effectiveness of these meetings will be evaluated to determine if they will continue. Some of the items that will be evaluated are team attendance & participation in the meetings, and whether or not the meetings are assisting the teams in meeting their objective of producing a quality & cost-effective product in the safest manner. Management will ensure that all departments and all shifts are having team meetings according to GMS guidelines. An agenda and schedule of the team meetings will be provided to the union.
241. **Telephones** - Telephone complaints will be handled on an individual basis and where corrections are necessary, such corrections will be made as promptly as possible.
242. **Telephoning Employees** - Management will not make a

practice of telephoning an employee's home simply because they are occasionally absent. Currently, Management does not visit employees' homes due to their being absent; and Management has no plans to resume such a practice without first having advance discussions with the Union.

243. **Temporary Assignments** - Temporary assignments will not be used to circumvent contractual transfers.
244. **Test Drive Promotions** - The hosting of various marketing promotions, including vehicle test drives, on Wentzville Assembly Center property, is a practice that is beneficial to all employees associated with the automotive industry. Most promotions are held in the visitors lot and when a larger area is needed, parking lot #7 will normally be utilized. Any deviations that require additional facilities will be discussed with the Shop Committee before the event.
245. **Third Party Service Providers** – During the 2015 negotiations the parties had lengthy discussion regarding third party service providers who do not utilize GM vehicles while performing work on site at our facility. Under current conditions Management and the Union will jointly meet with these providers to present them with information regarding the advantages of GM products and will encourage all third party service providers to utilize GM vehicles.
246. **Time Studies** - Management will notify employees when their operation is to be time studied.
247. **Time Worked Increments** - Employees are compensated for time worked in increments of one-tenth (0.1) of an hour or six (6) minutes. In the event an employee is required to commence working prior to the expiration of the six (6) minutes, they will be compensated for that one-tenth (0.1) hour.
248. **Towing Vehicles** - Management will not tow any employee's personal vehicle from the plant parking lots without giving the employee notification.
249. **Track Covers** - The parties will jointly investigate an inverted power and free track covering replacement. Upon agreement the LJHSC and Management will conduct a survey of the affected department(s) and determine what

covering needs replacement. Agreed upon deficiencies to the once agreed upon repair or track cover material will be reviewed by Management and the LJHSC.

250. **Training** - During these highly technical manufacturing times where computers and other sophisticated electronic devices and systems are in predominant use, the job skills training of employees has never been as important to both the company and the Union. The parties also recognize that we share a common desire for employees to develop other personal skills. In this regard, Management is willing to dedicate, on a trial basis not exceeding the life of this agreement, a training area in the plant which will be utilized to improve the manufacturing skills of employees and, should sufficient interest be demonstrated, personal development training such as small engine repair, home wiring, etc. The training area will include an enclosed office and conference room, and a wire mesh screen enclosure encompassing approximately two bays, containing several divided sections and the appropriate equipment to deliver the training. The intent is to utilize either currently available institutional teaching sources and/or qualified employees through an institution to provide this training during non-working hours of both the employee teacher and student. The training will be funded by tuition refund and joint training funds where applicable. It is also understood that should production demands require this training area be converted to production use, other alternatives will need to be explored. In the event two or more employees are to be trained and meet the criteria and require the training, seniority will be the determining factor in who will go to the training first, recognizing that the parties are committed to maintain the efficiency of the operation. During the discussion of this demand the Union was assured that they would be fully involved in all phases of training that is directed at UAW represented employees as outlined in the Memorandum of Understanding Joint Skill Development and Training contained in the GM-UAW National Agreement.

251. **Trash Cans** - All trash containers in team centers and vending areas will be covered. Under the current

- conditions trash receptacles will be emptied daily during days of production and during the shift following the weeks last production shift of the week.
252. **Trash Cans, Roof Leaks** - The trash cans that are designed (lid with small hole) to catch water from roof leaks will be emptied as needed by Housekeeping to avoid stagnant water concerns, and a supply of these trash cans will be maintained in a known area.
  253. **Travel Time** - Management's policy will be that where employees are temporarily assigned to work outside their regular work areas on non-assembly line operations, they will upon request be allowed an opportunity to return to their departments in order to secure carried tools and punch out with their home department.
  254. **TV Broadcasts** - Management will provide news broadcasts and other special sporting or news events as previously discussed between the parties.
  255. **TV Monitors** - TV monitors will be relocated and/or installed if mutually agreed to between the parties. During the 2015 local negotiations the parties discussed the effectiveness of the TV monitors located throughout the plant. As TV monitors are replaced in areas deemed necessary to support the operations it is agreed their functionality regarding energy consumption, durability, cost and quality will be considered when purchasing new units. Under current conditions inoperable units in the team centers and other areas mutually agreed upon will be replaced as soon as possible.
  256. **TV System** - The in plant TV Communications System is used for informational purposes and it is not the intent of the individuals using the system to harass or threaten employees.
  257. **TV Weather** - During the tornado season, Management will activate the TV system for a local newscasts pertaining to the status of storms in the St. Louis/St. Charles vicinity.
  258. **Uniforms** - Under the current operating conditions Management agrees to provide 6 sets of work uniforms to seniority employees who are not provided rented/laundered uniforms. Employees may choose between denim or regular work pants. (full length or

shorts) Employees may choose between button-up work shirts (long or short sleeve) or t-shirts. Damaged or worn clothing will be replaced if returned at the time of replacement. T-shirts will be available in four colors (blue, tan, green + orange). The orange will have reflective safety tape. Orange will be only distributed to those who desire such and are working on an operation that requires a safety vest. Employees requesting coveralls in the place of uniforms will be allowed up to six sets. Each coverall will count as 1 shirt and 1 pant. (Employees are responsible for cleaning their own sets of coveralls.) The coverall replacement policy will follow the pants and shirt replacement policy. Female sizing will be available for all types of uniforms for those who request it. This agreement supersedes all previous language and understanding pertaining to uniforms.

259. **Union Meetings** - On scheduled monthly Union membership meeting days, production line times will normally be set to minimize the variance between production departments dependent on the condition of the production system.
260. **Union Picnic** - Management will make every effort possible consistent with Saturday production schedules toward not working on the day of the Union Picnic. The Shop Committee will give in writing at least thirty-five (35) days advance notification to Management on these affairs. Under the current conditions if the plant is on a six (6) day production schedule management will make every effort to identify available opportunities for the union picnic and schedule around such date. Management will review the tentative schedule as far in advance as practicable with the Local UAW President in an attempt to support a Saturday picnic during the summer months. If production demands required steady six day work weeks during this period alternative dates (Sunday) for the picnic will be utilized.
261. **Vacation Shutdown** - During the Independence and Vacation Shutdown Weeks, employees in the work group will be retained if their regular job assignments are scheduled to operate during this period. If it becomes necessary to retain other employees within the work group

for work normally performed by the group, and specific skills and/or expertise are not required, employees in the group will be retained on a voluntary basis by seniority. If there is not a sufficient number of volunteers capable of performing the work employees with at least one (1) year seniority will be retained in inverse seniority order.

262. **Vendors** - Per existing security procedures, all visitors must sign in at Main security and are issued visitor badges for identification. In addition, vendors performing rework in the plant are required to sign a log book located in the Plant security office.
263. **Water/Oil** - Specific complaints brought to Management's attention concerning water and oil leaks in the Plant will be investigated and repairs made where required.
264. **Water On Floor** - It is not Management's policy to assign Employees to work under conditions that are injurious to the health and safety of the Employee. Employee complaints will be handled on an individual basis and where corrections are necessary, such corrections will be made as promptly as possible.
265. **Wax** - This demand is resolved on the basis that under current operating conditions, floor paper is utilized for the collection of excess frame wax generated in certain areas of the Chassis Department. This paper is changed on an as needed basis. Mats in the middle section of the frame line will be either deep cleaned or replaced.
266. **Weather Warnings** - Local Management's policy relative to tornadoes is that in those instances where there is a tornado, which is within 10 miles of the Wentzville Plant and whose projected path would place it in the immediate vicinity of the Wentzville Plant, the 'take shelter' alarm will be sounded. The 'take shelter' status will be concluded at the point that an imminent hazard no longer exists. Should this policy prove to be problematic and not having the intended effect, Management reserves the right to modify this policy with advance discussion and notice to the local Union. During the 2015 local negotiations they requested that our storm warning/take shelter system be tied into the City of Wentzville Emergency system. Under the current conditions our

location is monitored by SkyGuard, an approved corporate system. This service provides local notification per the following criteria: tornadoes expected to pass within a three mile radius of the facility/20 minutes, winds 50 miles or higher /20 minutes, any significant freezing rain, freezing drizzle or sleet/2-4 hours, snow forecast to accumulate to an inch or more on area streets / 2-4 hours. Though this service our facility is supported by a 24/7 consulting service with a meteorologist to address severe weather concerns. In addition the provider will contact security directly anytime a tornado or high wind warning are issued. The performance of this service will be reviewed on an ongoing basis to ensure appropriate coverage to our facility.

267. **Welding Shields** - Maintenance welding will not be performed that will be detrimental to the health or safety of employees. If welding is to be performed in an area where employees will be working, portable shields or other appropriate shielding devices will be utilized.
268. **Work Center** – During the 2015 Local Negotiations the parties mutually agreed to replace broken desks and chairs and provide a new copy/fax machine in the UAW Work Center.
269. **Work Center, 2-Way Radio** - Two-way radios with charger will be provided to the Shop Committee for use in the Work Center. It is expected that the radios will be secured in such a manner so that its use will be strictly limited to members of the Shop Committee.
270. **Work Release** - It is Management's policy to give due consideration to requests from Local Government Organizations for cooperation and/or participation in work release programs. Requests from agencies will be discussed between a member of the Shop Committee and the General Group Leader of Labor Relations before being granted or denied.
271. **Working Alone** - The proper number of employees will be assigned to a job in order to perform it safely. When work assignments involve situations hazardous to an employee, appropriate precautions will be taken including communication systems, surveillance arrangements, and, as required, adequate support personnel.

272. **Working Overhead** - Management recognizes that certain types of overhead work in the screen guarding by production operators could present hazards to operators. In this regard, any complaint in this area may be referred to the Local Joint H & S Committee for prompt investigation.
273. **Written Statements** - Management will return all original written statements of evidence back to the employee or Union within the same day presented.

**LSA**

Red background

**GENERAL MOTORS VEHICLE MANUFACTURING  
WENTZVILLE ASSEMBLY CENTER  
GENERAL MOTORS LLC  
LOCAL SENIORITY AGREEMENT  
ASSEMBLY PLANT**

This Agreement is entered into this 28<sup>th</sup> day of October, 2016, between the Local Management of the Wentzville Assembly Center, General Motors Vehicle Manufacturing, of General Motors LLC hereinafter referred to as Management, and the Shop Committee of Local Union No. 2250, UAW, hereinafter referred to as the Committee.

**SECTION I**

The purpose of this agreement is to define and describe the seniority provisions, which will govern the seniority status of employees within the bargaining unit.

**SECTION II - DEFINITIONS**

- A. The entire plant shall constitute one seniority unit consisting of two divisions:
  - 1. Division I - All hourly-rated employees in the bargaining unit except those employed in Skilled Trades classifications.
  - 2. Division II - All hourly-rated employees in the bargaining unit Skilled Trades classifications.
- B. Employees may acquire seniority in accordance with the provisions of the National Agreement.
- C. 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 listed on the seniority list in order beginning with the lowest last four (4) digits of the Social Security Number, i.e., the employee with the lowest last four (4) digits will be considered as having the greater seniority. During the 2015 local negotiations the parties agreed that upon ratification the following will apply to all new hires where (2) or more employees have the same seniority date, they shall be listed on the seniority list in order beginning with the lowest last four (4) digits of their GMIN, i.e., the employee with the lowest last four (4) digits will be considered as having the greater seniority.

This modification is based upon the parties understanding that GMIN's are randomly computer generated through the Global People Ldap Directory. If there is a process change eliminating the random generation of GMIN's the parties will mutually resolve the issue.

- D. Seniority in Division I shall be by occupational group or non-interchangeable occupational group within a department (\*) as provided in the attached charts.

\* For clarification purposes, the parties note that occupational groups and non-interchangeable occupational groups are established by department, not by shift.

- E. Seniority in Division II shall be by non-interchangeable occupational group in accordance with the provisions of the National Agreement.

### **SECTION III - PERMANENT LAYOFF, REDUCTION IN FORCE AND RECALL PROCEDURE**

#### **A. Division I - Permanent Layoff**

In the event of a layoff, reduction in manpower, or other reduction in the work force, it is the intention of this agreement to provide for the retention of the employees with greater seniority who are capable of performing the work available. Accordingly:

1. Management will establish the number of employees to be retained.
2. Fixed and Utility employees from the occupational group or non-interchangeable occupational group to be reduced will be grouped together.
3. Temporary employees as defined in Paragraph 56 of the National Agreement will be removed first.
4. Seniority employees with less than thirty (30) days in the occupational group or non-interchangeable occupational group being reduced will be removed from the occupational group or non-interchangeable occupational group and returned to their former occupational group or non-interchangeable occupational group, seniority permitting.
5. Thereafter employees with the greatest seniority within their occupational group or non-interchangeable

- occupational group will be retained and employees with the least seniority will be reduced.
6. Employees in any non-interchangeable occupational group that is over-manned will be reduced in line with their seniority. Employees so reduced will be assigned available work they are capable of doing in their respective departmental occupational group in accordance with the attached charts. Thereafter, employees will be assigned available work in the occupational groups in other departments (plant wide) seniority permitting, provided they are capable of doing the work, replacing the least seniority employees division wide. When employees are to be reduced from their department, Management will review their respective records at General Motors Truck Group Wentzville and where their respective records show that they had previously established seniority in another of the non-interchangeable occupational groups in their department within Division I, they will displace the lowest seniority employee in such group, seniority permitting.
  7. Employees, who would otherwise be laid off, will displace employees with insufficient seniority to remain in the plant, provided they are capable of doing the work. The result will be that no employee in Division I in the Assembly Plant will be laid off while an employee with less seniority is working.
  8. Management will endeavor to minimize the time needed in placing employees in accordance with this procedure. In any event, employees eligible to be retained on other jobs will be placed within fifteen (15) days from the date the provisions of this section apply to the affected employees.
  9. In cases of reduction from one classification or department to another, such reduction shall be presumed to be for longer than thirty (30) days and the seniority of the employee will be carried into the new classification and will become effective the date of the reduction. For clarification purposes, an employee must flow into - not through - another NIO or occupational group, in order to establish seniority in that NIO or occupational group.
  10. At the time of a reduction in force in the Assembly Plant, Division I employees who are scheduled to be laid off in accordance with the above provisions, may make

application to remain at work in the Stamping Facility. Subsequently, the parties will discuss a process to facilitate this request in line with seniority and without disruption to the efficiency of operations.

Employees who would otherwise be laid off from the Assembly Plant, will displace employees with insufficient seniority to remain in the Stamping Facility, provided they are capable of performing the work. The result will be that no employee within Division I in the Assembly Plant will remain laid off while an employee with less seniority is working in the Stamping Facility.

### **B. Return to Former Classification or Department**

Working employees reduced from their classification as a result of a reduction in force in accordance with Section III above, who desire to return to their former classification in their department, may, within 30 days of such reduction, or 30 days following recall, file an application indicating their desire to return. As openings occur, employees who have applied and are capable of performing the work will be offered the opportunity to return in seniority order.

In applying the provisions of this section to the Material and Final Process Departments, refer to the Material and Final Process Departments flow charts.

### **C. Division I - Recall**

Employees laid off as a result of Section III (A) of this agreement will be recalled to work in division wide seniority order. Where practical, Management will recall employees to available openings in their former department.

### **D. Division II - Permanent Layoff and Recall Procedure**

In the event of a permanent reduction in force, the number of employees to be retained in each classification will be established. Thereafter the Journeyman/woman with the greater skilled trades seniority will be retained in each such classification. Reduction of Apprentice, Employees-In-Training, and Employees-In-Training-Seniority will be governed by the applicable provisions of the Skilled Trades section of the National Agreement. Employees with insufficient seniority to be retained in their respective classification will be laid off from Division II and will be

recalled in accordance with their seniority except as provided herein.

1. At the time of a reduction in force in the Assembly Plant, employees being laid off from their classification will have a right to file an application at the Employment Office for work in (1) Division I and/or (2) their classification in Division II in the Stamping Facility. Thereafter, they shall first be placed on a job in their classification in Division II in the Stamping Facility in line with their skilled trades seniority. If they cannot be placed in their classification in Division II, then they will be placed on jobs in Division I in line with their seniority provided they are capable of performing the work. The parties will discuss a process to facilitate the placement of any employees on jobs in Division I in the Stamping Facility with the understanding that employees will be placed in line with seniority and without disruption to the efficiency of operations. Employees placed on jobs in Division I will retain seniority rights in their Division II Assembly Plant classification.
2. If the employees do not file an application for work in Division I, they will be laid off and recalled to work only in the Division II classification from which they were laid off in the Assembly Plant. Any time thereafter, employees who desire to file an application to Division I may do so by filing such application at the Employment Office. They shall then be assigned to the next available opening in line with their seniority provided they are capable of performing the available work.
3. The provisions of Paragraph 70 of the National Agreement are hereby waived.
4. When qualified journeymen/women are transferred from a non-skilled classification into a skilled classification in which they have not previously established seniority, they will have a date of entry seniority status in the skilled classification as of the date of transfer.
5. When journeymen/women are transferred from one skilled trades group to another in which they are also qualified journeymen/women there shall be no loss of seniority. However, in cases of transfers not exceeding one (1) year, the employees will have a date of entry seniority as of the

date of transfer and will retain and accumulate their seniority in the classification from which they were transferred. If the transfer exceeds one (1) year, the employees' seniority will be transferred into the new classification.

6. Where two (2) or more employees have the same seniority date in a skilled trades classification, their relative seniority standing shall be determined by their plant seniority.

#### **SECTION IV - MODEL CHANGE OR PLANT REARRANGEMENT**

- A. When a build-out occurs as a result of model changeover or plant rearrangement, employees shall be laid off as their services are no longer required. If after the last job has passed the last work station in that work group, and employees have completed all of their assigned job responsibilities including necessary housekeeping in their work area, it becomes necessary to retain employees in the work group for work normally performed by the work group and which requires specific skills and/or expertise, employees in that work group will be offered the work on a voluntary basis. In the event there are more than enough employees capable of performing the required work, the oldest seniority employees with at least one (1) year of seniority who volunteered will be retained. If there is not a sufficient number of employees capable of performing the work, employees with at least one (1) year of seniority will be retained in inverse seniority order provided they are capable of performing the work.

If it is necessary to retain employees to perform work which does not require specific skills and/or expertise such as general housekeeping tasks not specific to a work group, the work will be offered to employees on a voluntary basis by classification and department. In the event there are more than enough employees capable of performing the required work, the oldest seniority employees with at least one (1) year of seniority within the classification and department who volunteered will be retained. If there is not

a sufficient number of employees capable of performing the work, employees with at least one (1) year of seniority within the classification and department will be retained in inverse seniority provided they are capable of performing the work.

- B. Because it is of mutual interest to expedite the start of a new model, as work increases after the model changeover or inventory period, employees will be recalled as their regular jobs open up. In the event their jobs are discontinued during the model changeover or inventory period, they will replace the younger seniority employees in their classification and department provided they are capable of doing the work.
- C. Where more than one employee in a classification is assigned to the same job performing identical duties, they shall be laid off and recalled in seniority order by shift.

## **SECTION V - TEMPORARY LAYOFF AND RECALL PROCEDURE DIVISION I**

- 1. During periods of temporary layoffs other than those specified in Section III such as: a) material shortages, b) breakdown of machinery or equipment, or, c) any other situation which is known at the time to be temporary, employees will be laid off when their services are no longer required, and will be recalled as their services are required.

In the event that it is necessary to retain employees in the work group for work normally performed by the work group the work group will be offered the work on a voluntary basis. In the event there are more than enough employees capable of performing the required work, the oldest seniority employees with a least one (1) year seniority who volunteered will be retained. If there is not a sufficient number of employees capable of performing the work, employees with at least one (1) year of seniority will be retained in inverse seniority order provided they are capable of performing the work.

- 2. Although temporary layoff provisions can be extended for up to six (6) months, it is not Management's intention to

lay off employees out of line of seniority for extended periods of time.

3. In no case as mentioned in Paragraph 2 above, will a temporary layoff time limit expire during mid-week.

## **SECTION VI - TEMPORARY LAYOFF AND RECALL PROCEDURE DIVISION II**

(Reference Paragraph 177 of the National Agreement)

1. During periods of temporary layoffs for: a) material shortages, b) breakdown of machinery or equipment or, c) model change, plant rearrangement, inventory or any other situation which is known at the time to be temporary, employees will be laid off from the skilled trades classification by the shift on which they are working and thereafter recalled to that classification by shift in accordance with their skilled trades seniority status. No Employees-In-Training will be retained while a Journeyman/woman or Employee-In-Training-Seniority in the same classification on the same shift is laid off. For the period of temporary layoffs, skilled trades employees will not be returned to their former skilled or non-skilled classification.
2. Although temporary layoff provisions can be extended for up to six (6) months, it is not Management's intention to lay off employees out of line of Seniority for extended periods of time.
3. In no case as mentioned in Paragraph 2 above, will a temporary layoff time limit expire during mid-week.
4. Where two or more employees have the same seniority date in a skilled trades classification, their relative seniority standing shall be determined by their plant seniority.

## **SECTION VII - EXTRA HELP - MODEL CHANGE, INVENTORY & PLANT REARRANGEMENT**

### **1. Extra work for Model Change, Inventory and Plant Rearrangement**

When extra employees are needed to perform such work over and above the number needed because of their particular abilities and knowledge, employees who are qualified and desire to work and who would otherwise be laid off, may make written application to the plant Employment or Labor Relations office.

Management will post a notice in advance of the anticipated starting date advising employees of this work. Such notice will remain posted for a period of at least ten (10) working days. Applicants will be given a receipted copy of their application. In making the selection of qualified employees who apply to work, seniority will be given preference. The nature and duration of the assignments to each employee will be the responsibility of supervision. In the event there are not sufficient qualified applicants for the extra work, Management will assign the available work to the least seniority employee, capable of performing the work, possessing at least one (1) year's seniority, who would otherwise be laid off; provided, however, that this provision concerning the assignment of the least seniority employee shall not constitute a basis for any claim for back wages or any form of retroactive adjustments. A list of the applicants will be provided the Chairman of the Shop Committee.

## **2. Extra Work for Maintenance Change - Over Period**

When extra help is to be selected in accordance with Paragraph 179 of the National Agreement for Maintenance Department work during model changeover period or plant rearrangement, employees will be permitted to make written application for such work. Applications will be accepted in the plant Employment or Labor Relations office and Employees will be given a receipted-copy of their application. Employees who can do this work will be selected from among the applicants who would otherwise be laid off during the changeover period and where ability, merit and capacity are equal, the employees with the greatest seniority will be given preference. In the event there are not sufficient qualified applicants for the extra work during model changeover or plant rearrangement, Management will assign the available work to the least seniority employees, capable of performing the work, possessing at least one (1) year's seniority, who would otherwise be laid off; provided, however, that this provision concerning the assignment of the least seniority employee shall not constitute a basis for any claim for back wages or any form of retroactive adjustments. A list of the applicants will be provided to the Chairman of the Shop Committee.

## **SECTION VIII - GENERAL PROVISIONS**

- A. No provisions of this Agreement shall be retroactive prior to the date hereof.
- B. All bargaining unit employees that are transferred to salaried positions, either supervisory or clerical, will be subject to the provisions of Paragraph 69 of the GM-UAW National Agreement and the attached Document No. 86.
- C. In the event it is anticipated that the efficiency of operations within an employee's work group or the plant will be adversely affected by the provisions of this Agreement, the Shop Committee and Personnel Director may discuss and mutually agree to temporarily modify or suspend certain provisions of this Agreement as deemed necessary.

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 that such cancellation, modification, or change becomes effective, give notice in writing of the proposed cancellation, modification, or change. 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 29, 2016. After notification is received from the Local Union, this Agreement will be effective as provided herein and submitted for approval of the Industrial Relations Staff of General Motors Vehicle Manufacturing, General Motors LLC and the International Union-UAW. In the event of failure of approval by either party, the matter will be referred back to the parties for further negotiation.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

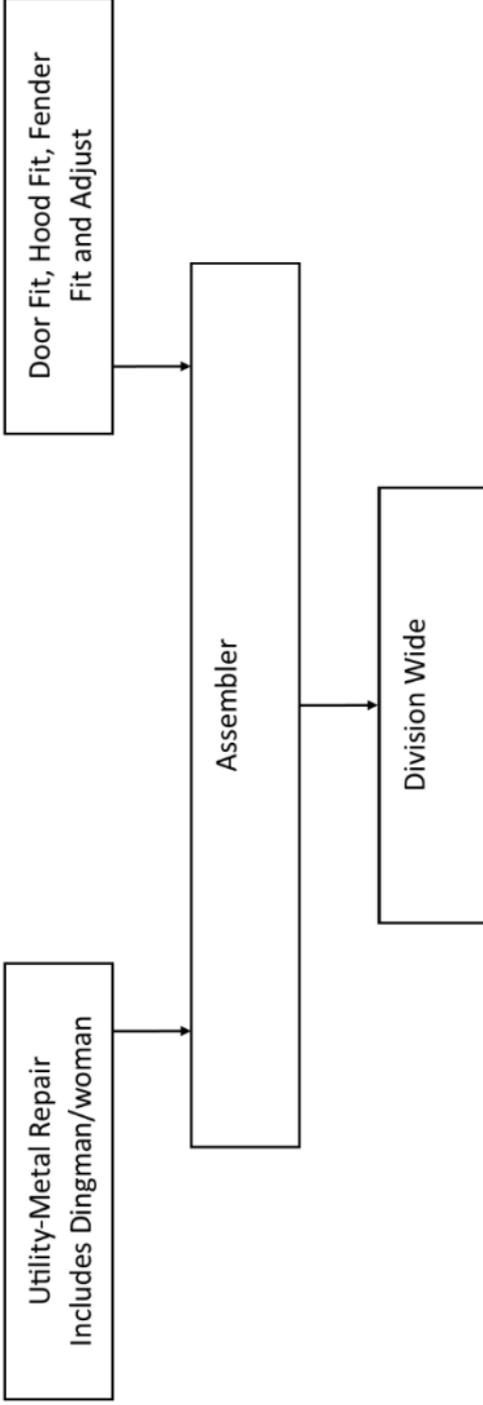
**General Motors LLC**

Shelly Hart  
George Herina

## **STATEMENT FOR THE MINUTES**

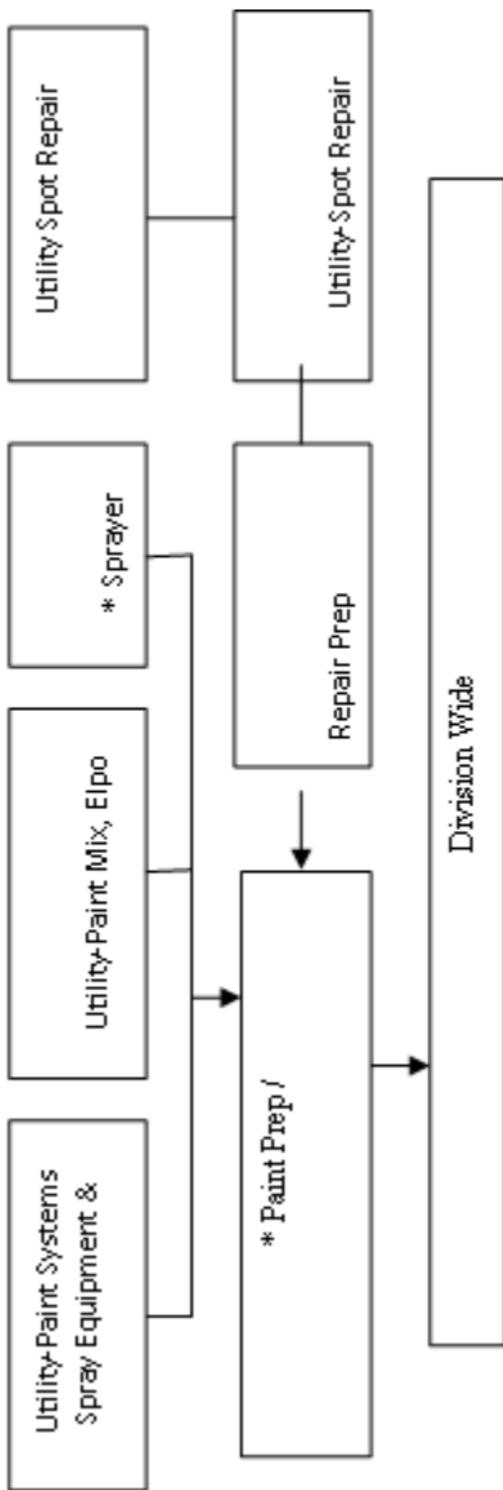
When two or more employees are hired on the same day at the Wentzville Assembly Center that held active seniority at another General Motors Plant at the time of hire, (excluding those employees transferred in pursuant to Paragraph 96 of the GM-UAW National Agreement), the procedure described in Appendix A, Section VII of the 2007 National Agreement will be used as a tie-breaker in establishing seniority at the Wentzville plant.

## FLOW CHART - BODY SHOP



Team Leaders will comprise separate NIO Groups and will clear through the classification they service.

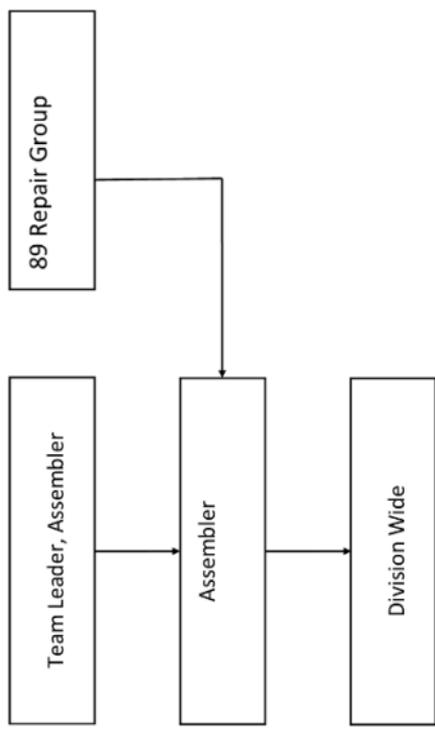
## FLOW CHART - PAINT



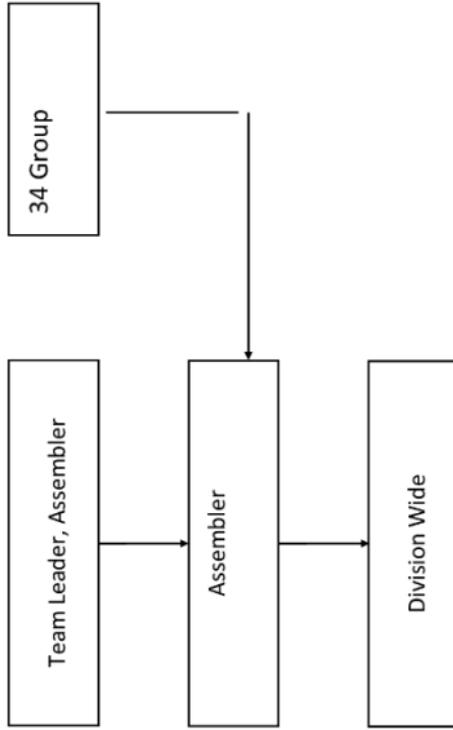
♦ Team Leaders servicing these classifications will comprise separate NIO Groups and will deal through the classification they service.

Sprayer will flow and bump the lowest seniority employee among Paint Prep, Paint Finesse and Repair Prep combined.

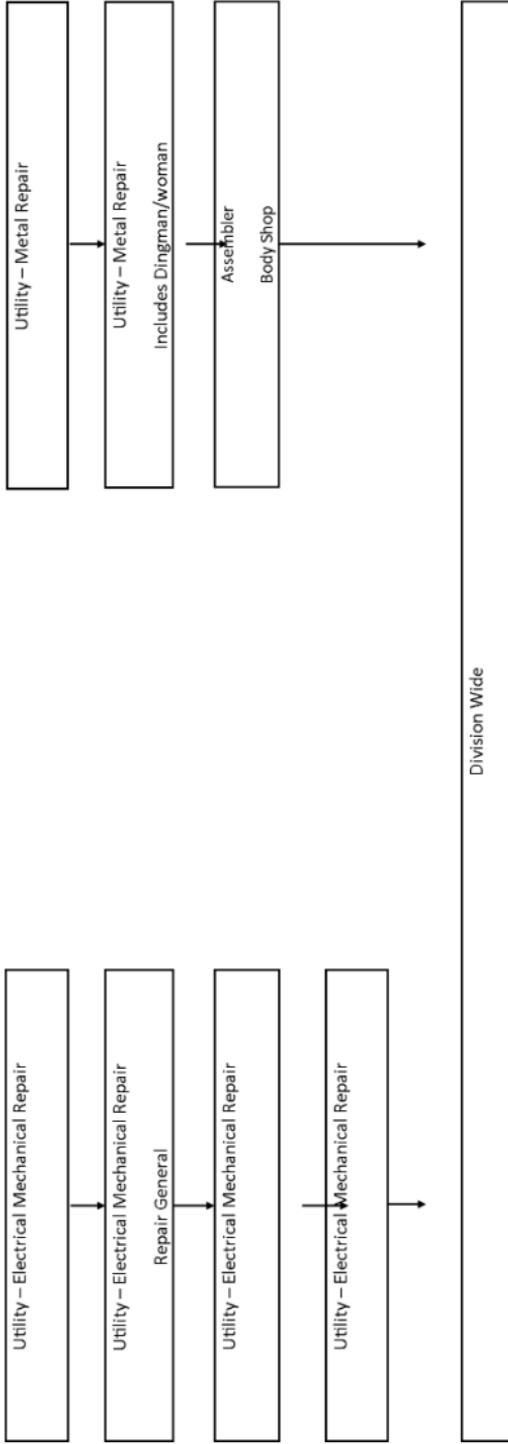
**FLOW CHART - TRIM DEPARTMENT**



FLOW CHART - CHASSIS DEPARTMENT



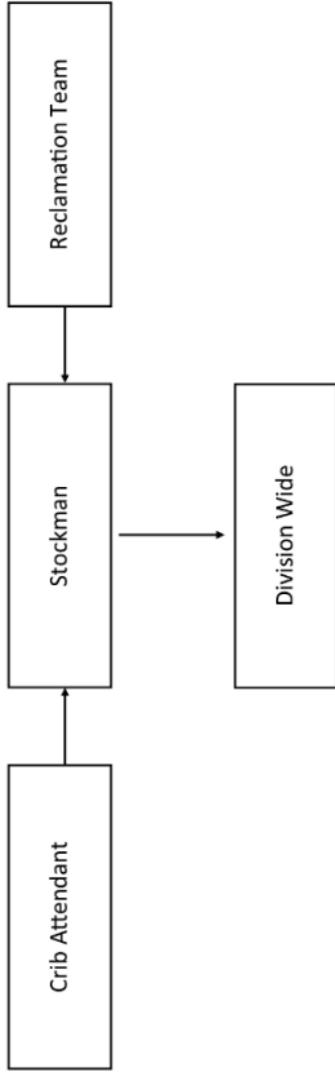
## FLOW CHART - FINAL PROCESS



Seniority employees who have insufficient seniority to be retained in their NIO group will be reduced in line with seniority. Working employees reduced from their group as a result of a reduction in force and in accordance with the above flow chart, may, within 30 days of such reduction, or 30 days following recall, file an application indicating their desire to return to the NIO Group from which they had been reduced. As openings occur, working employees who have applied and are capable of performing the work will be offered the opportunity to return to their former NIO Group in seniority order.

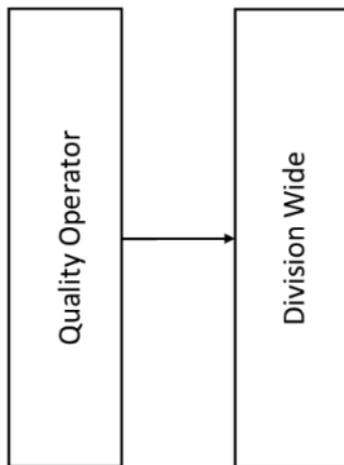
## MATERIAL DEPARTMENT NON - INTERCHANGEABLE OCCUPATIONAL GROUPS (NIO's)

The groups shown in the chart below will be designed as NIO Groups for reduction in force purposes. In the event of a reduction in force in the Material Department, employees will be reduced in accordance with the following flow chart:



Seniority employees who have insufficient seniority to be retained in their NIO group will be reduced in line with seniority. Working employees reduced from their group as a result of a reduction in force and in accordance with the above flow chart, may, within 30 days of such reduction, or 30 days following recall, file an application indicating their desire to return to the NIO Group from which they had been reduced. As openings occur, working employees who have applied and are capable of performing the work will be offered the opportunity to return to their former NIO Group in seniority order.

## FLOW CHART - QUALITY



**WAGE**

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**GENERAL MOTORS VEHICLE MANUFACTURING  
WENTZVILLE ASSEMBLY CENTER  
GENERAL MOTORS LLC  
LOCAL WAGE AGREEMENT  
ASSEMBLY PLANT**

This Agreement entered into this, 28<sup>th</sup> day of October, 2016, between the Wentzville Assembly Center, General Motors Vehicle Manufacturing, General Motors LLC, herein referred to as Management, and the Shop Committee of Local Union No. 2250, UAW, herein after referred to as the Union.

The classification job rate schedule contained in this Agreement covers all work now performed at the Wentzville Assembly Center.

The Cost of Living Allowance provided for in Paragraph (101) (h) of the National Agreement is not included in the wage schedule set forth in this Agreement.

It is understood and agreed that this Agreement is in full and complete compliance with Paragraph 100 of the National Agreement.

Hiring rates for new employees at this location shall be established in accordance with applicable provisions of the National Agreement.

This agreement is subject to the approval of the Corporation 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 the Shop Committee and the Local Management subject to the approval of the Corporation and the International Union-UAW.

**WAGE RULES**

- A. The intent of the agreement is to allow employees the opportunity to select either fixed or variable assignments. Accordingly, both fixed and variable assignment classifications have been established. Variable assignment work functions fall within the scope of "Utility" classifications. The attached classification and rate schedule sets forth rates for fixed classifications and rates and progression criteria for Utility classifications.

- B. Employees who desire to be assigned to fixed classifications set forth in the attached Classification and Job Rate Schedule shall be paid the corresponding job rate.
- C. Employees who desire to be assigned to a fixed classification will be placed on an assignment by supervision within the employee's work group. It will be the responsibility of employees assigned to a particular job to be proficient on one other operation and to train other employees as required on the operation to ensure flexibility. Such employees may be reassigned to a secondary job to allow other employees the opportunity to demonstrate proficiency or to ensure the efficiency of operations.
- D. Employees who elect a fixed job assignment will be reassigned to other operations only in accordance with Paragraph C above or for other sound business reasons. Any abuses of this provision may be brought to the attention of the Labor Relations Department for investigation and correction where warranted.
- E. Employees who desire to be assigned to a Utility Classification shall be paid the job rate set forth in the attached Classification and Job Rate Schedule based on the following conditions:
  - 1. Employees will be assigned to perform the number of jobs consistent with their job rate preference.
  - 2. Employees who are assigned to Utility classifications in accordance with (1) above who thereafter elect to perform a fixed assignment shall be paid the job rate for the fixed classification in accordance with the attached Classification and Job Rate Schedule. Such reassignment will generally be accomplished within five (5) working days.
  - 3. The Production Manager or a designated member of Management will discuss and mutually agree with the Shop Committee, work group job assignments for which rate progression criteria for the Utility classification would be modified by mutual agreement from the table set forth in the attached Classification and Job Rate Schedule, due to such job assignments requiring an employee to learn a broad

scope of tasks although not rotating on other job assignments.

- F. Employees who desire to perform work within a Utility Operator classification will be regularly assigned to perform such assignments within their work group. However, this does not preclude employees from receiving credit for performing up to 25 percent of their assignments outside of their employee work group in order to attain their job rate preference.
- G. Employees in Utility classifications who are assigned to a new employee work group of operations must learn the number of jobs consistent with their job rate preference. As long as such employee remains willing to learn jobs in the new employee work group as opportunities are presented, they will retain the wage level earned within their previous work group.
- H. Utility job rate increases shall become effective the Monday of the week in which the employee qualifies for progression under these provisions.
- I. Any employee who is assigned to a higher rated classification for one hour or more will be paid the job rate for that classification for the hours worked on that shift in accordance with the attached Classification and Job Rate Schedule. Employees temporarily assigned to a lower rated classification will not have their rate reduced.
- J. Employees who request to change their classification within a group from a fixed assignment classification to a Utility classification or vice versa may do so once each six (6) months. Such requests will be made in writing on forms supplied by Management. A copy of the signed form will be given to the employee.
- K. Employees who exercise their option to function within Utility classifications, who can satisfactorily perform two jobs, shall be paid the job rate for three jobs as set forth in the attached Classification and Job Rate Schedule immediately.
- L. Due to the multiple tasks involved in performing "repair" and "absentee replacement work," employees assigned to

such jobs must be a "variable assignment operator" at the level three (V-3) rate of pay within a Utility classification.

**M. Team Leader Policy Rate – Division I**

As detailed in the "TEAM LEADER MEMORANDUM OF UNDERSTANDING" negotiated between the parties, employees designated as Team Leader shall receive premium compensation for the period they function as Team Leader. In this regard, these employees shall receive \$1.00 per hour over their current level rate as additional compensation for performance of the duties/responsibilities detailed in the "TEAM LEADER MEMORANDUM OF UNDERSTANDING" for Division I.

**N. Team Leader Policy Rate – Division II**

As detailed in the "TEAM LEADER MEMORANDUM OF UNDERSTANDING" negotiated between the parties, employees designated as Team Leader shall receive premium compensation for the period they function as Team Leader. In this regard, these employees shall receive \$1.00 per hour over their current level rate as additional compensation for performance of the duties/responsibilities detailed in the "TEAM LEADER MEMORANDUM OF UNDERSTANDING" for Division II.

O. The provisions of this agreement are subject to the Grievance Procedure.

This Agreement is subject to written notice of ratification by the Local Union to be given to the Local Management not later than October 29, 2016. After such notice of ratification is received from the Local Union by Management, this Agreement will be effective as provided for herein and submitted for approval by the General Motors LLC and the International Union UAW.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

## **STATEMENT FOR THE MINUTES**

Employees who opt for a variable assignment will be assigned, as their base job, a job within their classification. An employee who opts for variable assignment classification may be assigned to any job within the team regardless of classification.

All employees will be classified in accordance with the Local Wage Agreement based on such employees current "base" job assignment on the effective date of this Agreement. Employees who currently perform repair work as a base assignment will be classified according to the majority of classifications serviced.

Management informed the Union that in the event it becomes necessary to reconstitute the current employee work groups, the parties will discuss such reconstitution in advance and where this rearrangement impacts contractual provisions of the Local Agreement, the parties will discuss and agree on the new provisions.

The Union pointed out that employees who desire higher pay levels could be prevented from progressing if adequate training opportunities are not available. Management informed the Union that employees who desire to progress would not be denied such opportunity. As a general rule, employees who want to rotate for rate progression purposes will be rotated from one operation to another within a period of six (6) weeks. It is intended that variable assignment employees will normally achieve the job rate for eight jobs learned within a period of thirty-two weeks.

Employees receive a higher base rate at this location for performing miscellaneous repair, in-process repair and/or inspection duties in conjunction with such employees' primary job duties.

**(The attached Classification and Job Rate Schedule is attached and reflects rates for Division I and Division II employees by job code for the life of this Agreement). New employees will be paid in accordance with the applicable provisions of the National Agreement.**

<b>Regular non-temporary production employees who were hired prior to effective date of contract</b>												
Years of Seniority on the Effective Date	Effective Date	April 4, 2016	Sept 19, 2017	Sept 18, 2017	Sept 17, 2018	Sept 16, 2019	Sept 21, 2020	Sept 20, 2021	Sept 19, 2022	Maximum Rate by Division	Temporary Employee First Hired on or After the Effective Date of the 2015 Agreement	
												17.00
less than 1	17.00	18.00	19.50	21.00	22.50	24.00	26.00	28.00	28.00	*Traditional	Up to 12 Months	16.66
1<2	18.00	19.50	21.00	22.50	24.00	26.00	28.00	28.00	28.00	*Traditional	>12 to 24 Months	17.53
2<3	19.50	21.00	22.50	24.00	26.00	28.00	28.00	28.00	28.00	*Traditional	>24 to 36 Months	18.41
3<4	21.00	22.50	24.00	26.00	28.00	28.00	28.00	28.00	28.00	*Traditional	>36 to 48 Months	19.28
4<5	22.50	24.00	26.00	28.00	28.00	28.00	28.00	28.00	28.00	*Traditional	>48 to 60 Months	19.28
5<6	24.00	26.00	28.00	*Traditional								
6<7	26.00	28.00	*Traditional									
7<8	28.00	*Traditional										
*Maximum Production Rate by Division Prior to Sept 18, 2017; Assembly \$29.07, Stamping \$28.96. On or After Sept 18, 2017; Assembly \$29.94, Stamping \$29.83												
Team Leader rate shall be \$1.00 above classification of Team Member												

# **SHIFT PREFERENCE**

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**GENERAL MOTORS VEHICLE MANUFACTURING  
WENTZVILLE ASSEMBLY CENTER  
GENERAL MOTORS LLC  
SHIFT PREFERENCE AGREEMENT  
ASSEMBLY PLANT**

This Agreement is entered into this 28<sup>th</sup> day of October, 2016 between the Local Management of General Motors Vehicle Manufacturing, Wentzville Assembly Center, of General Motors LLC, hereinafter referred to as Management, and the Shop Committee of Local Union 2250, UAW, hereinafter referred to as the Committee.

1. The following provisions are not to conflict in any way with the principle stated in Paragraph 75 of the National Agreement that any agreement pertaining to shift preference must have sufficient flexibility to give full protection to efficiency of operations under all circumstances and conditions.
2. Any employee with seniority shall have the privilege of making an application in writing to the employee's Advisor for a shift of his or her preference any time during the year the employee chooses except for a thirty (30) day period immediately following the start of a new model change. An employee physically transferred as a result of these provisions will not be eligible to make application for further shift changes for a period of six (6) months from the date of each change. On one (1) occasion during the life of the current contract, an employee may make application for a further shift change three (3) months from the date of the employee's last shift change subject to review and approval by the Shift Manager and District Committeeperson that such an early shift change is warranted.
3. An employee must accept or reject an offer to transfer to a preferred shift by the start of the employee's shift, following the shift on which the offer is made. There will be no subsequent refusal or acceptance of this transfer allowed once this initial decision has been made.
4. When there is more than one application for the same shift, applications will be handled in the order of seniority.
5. Employees may displace lesser seniority employees in their classification and department on the shifts they

prefer. Fixed and Variable employee; are grouped together for Shift Preference administration. Skilled Trades employees are grouped together by classification for Shift Preference Administration.

6. In applying the provisions of this Agreement to the Paint Analyst Group in the Paint Department and to the Special Repair Work Groups in the Trim and Chassis Departments, employees may only displace lesser seniority employees in their Paint Analyst Group or Special Repair Work Groups and department on the shift they prefer.
7. In applying the provisions of this Agreement to the Material and Final Process Departments, an employee may only displace a lesser seniority employee in the same N.I.O. Group on the opposite shift, as defined in the Material and Final Process Departments flow charts in the Local Seniority Agreement.
8. Shift changes will be made as soon as possible, but in any event by the first Monday following the 10th working day after the submission of the application, in line with the seniority of the applicants.
9. 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. This period will not extend beyond thirty (30) days after the newly hired employee has been placed on an operation.
10. In The event more than one employee having the same seniority date makes application for the same shift, such applications will be processed in seniority order as established in Section I of the Local Seniority Agreement.
11. In applying the provisions of this Agreement in skilled trades classifications, when two (2) or more Journeymen/women and/or Employees- In- Training-Seniority have the same adjusted seniority date, the employee with the longest general plant seniority will be given preference.
  - a) In the application of this Agreement, Journeymen/women and Employees-In- Training-Seniority are in the same group and shift preference shall not apply between the two groups.
  - b) Employees-In-Training in skilled classifications may exercise shift preference in accordance with their date

of entry, displacing other employees with the same status. In the event two (2) or more such employees have the same date of entry, the employees may exercise shift preference rights in accordance with their general plant seniority. These provisions notwithstanding, Employees-In-Training classification(s) may be assigned to other shifts to allow for attendance at required training when such training cannot be provided on their regular shift.

12. In any emergency or when major changes in line speed, product, or shift addition/deletion disrupt production, any shift changes may be made as desired by Management for the duration of the emergency or disruption. At the termination of the emergency or disruption, employees will be returned to their former shift. However, if the emergency or disruption is of an exceptional nature and it becomes apparent that such temporary assignments will be required in excess of forty-five (45) working days, the situation will become a matter of discussion between the parties after which the period may be further extended by mutual agreement.
13. In the event employees are transferred to a different shift as a result of a reduction in force, recall from a permanent layoff, or involuntary transfer, and they subsequently desire a change to a preferred shift, they may file an application with their Supervisor and, if they would otherwise be eligible for transfer under application of the provisions of this Agreement, they will not be denied such a transfer because of the time limits of Paragraph 2.
14. Production Employees may not shift preference between the Assembly Plant and the Stamping Facility. Division II employees can shift preference between Assembly and Stamping, but not able to utilize transfer agreement for one year after accepting transfer.

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 that such cancellation, modification, or change becomes effective, give notice in writing of the proposed cancellation, modification, or change. 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 29, 2016. After notification is received from the Local Union, this Agreement will be effective as provided herein upon approval of the Industrial Relations Staff of General Motors Vehicle Manufacturing, General Motors LLC, and the International Union-UAW. In the event of failure of approval by either party, the matter will be referred back to the parties for further negotiation.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

# **TRANSFERS**

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**GENERAL MOTORS VEHICLE MANUFACTURING  
WENTZVILLE ASSEMBLY CENTER  
GENERAL MOTORS LLC  
And  
Local #2250, UAW  
LOCAL TRANSFER AGREEMENT**

This Agreement entered into this 28<sup>th</sup> day of October 2016, between the Local Management of the Wentzville Assembly Center, General Motors Vehicle Manufacturing, General Motors LLC, hereinafter referred to as Management and the Shop Committee of Local Union No. 2250 of the UAW, hereinafter referred to as the Union is designed to provide transfer opportunities for employees assigned to Division I. Transfers contemplated by Paragraph 63(a) and (b) of the National Agreement have been combined under this Agreement due to the unique and innovative Wentzville wage system which includes fixed as well as rotating assignments.

**I. GENERAL RULES APPLICABLE TO ALL TRANSFERS**

- When operating under a 4 day / 10 hour schedule; the subject openings would be posted on a Thursday and removed the following Tuesday.
  - When operating under a 5 day / 8 hour schedule; the subject openings would be posted on a Friday and removed the following Tuesday.
  - The opening(s) will be 'posted' on mutually agreed upon (secure) bulletin boards in the plant.
  - The SC Chairman (or his designated representative) will be supplied with a copy of the posting.
- A. Openings for all Division 1 will be posted on Thursday and removed on Tuesday of the following week at end of shift. Applications will be accepted during the posting period for the specific openings only. Effective with this agreement, 63b applications will no longer be kept on file.
- B. All applications on file at the time an opening is filled, are binding and employees will be subject to mandatory transfer to the requested classification. The highest

seniority applicant capable of performing the work who meets all of the eligibility requirements of the specific opening will be automatically granted the transfer of his / her choice seniority permitting. An employee who rescinds a previously submitted transfer request prior to the filling of the associated opening will not be subject to that transfer.

- C. Applications may be made for specific classifications as listed in Division I of the Local Wage Agreement.
- D. In those circumstances where the number of transfers from a work group would adversely impact the group, the Union and Management will effectuate the transfers in a manner which will minimize such impact. An employee whose transfer would be delayed due to this provision will not be disadvantaged.
- E. An employee election to change from a fixed assignment to a variable assignment or vice versa will not constitute an opening.
- F. When an employee's application is honored under these provisions it is understood that it will be to the shift of the employee's choice, provided the employee would otherwise be eligible for such shift in the new classification and/or department under the terms of the Local Shift Preference Agreement.
- G. For reduction in force purposes only, transfers will be considered as being effective the date the employee accepts the offer of transfer. This provision will not establish the basis for any claim of liability.
- H. Once the transferring employee has been identified, in accordance with the Local Transfer Agreement, it is the intent of Management to transfer the employee within a reasonable period of time, normally within 30 working days. In accordance with the Local Transfer Agreement, it is their intent to transfer the employee who accepts the transfer within a reasonable period of time, normally within 30 working days. However, the parties recognize that there are factors that impact how soon a department can release an employee to report to another department and/or classification; and some of those factors are not within the control of the plant and/or the department (i.e.: manpower replacements may be required from

NEPC). Management will make every effort to minimize the amount of time it takes to release employees who have accepted a transfer. Management will review with the Union the circumstances which may prevent the transfer from occurring within the 30 working day period and discuss possible alternatives when such situations arise.

- I. As clarification of the Par. 63b Local Transfer Agreement process as it relates to the transfers of Division I employees between departments the following will be the accepted practice:

1) The original opening in the department created by normal attrition (Quit, Death, Appendix A, Retirement) or a new permanent operation will be leveled within the department per the Team to Team Memorandum of Understanding

2) The primary opening created (with the exception of Trim and Chassis) will be filled by Par. 63b posting for all eligible seniority employees.

3) The secondary Par. 63b opening created by the subsequent opening (with the exception of Trim and Chassis) will be filled by 63b posting for all eligible seniority employee.

4) The tertiary opening (with the exception of Trim and Chassis) created by the secondary move will be filled by applications from eligible seniority employees from General Assembly, except if the opening is in the following classifications:

Utility-Paint Spray Equipment and Monitor

Utility-Paint Mix, Elpo and Phosphate Control

Utility-Spot Repair

Utility-Metal Repair includes Dingman/woman

All Department 27

Crib Attendent

Reclamation Team

Stamping

These

openings will be filled per step 3

5) It is agreed that a quarterly review will be performed of seniority manpower staffing in General Assembly. In the event General Assembly has unfilled primary openings, up to 5 openings in Trim and 5 openings in

Chassis will be posted and subject to the provisions above.

6) Nothing in this language will alter the current team to team transfer agreement or the time limits for 63b transfer eligibility.

7) Summer vacation temporary employees will be directly assigned to a department and shift to cover the department daily vacation needs. The district committeeman and business manager will identify those necessary temporary employees.

8) Special Situation Temporary employees will be first discussed with the Shop Chairman and Personnel Director.

9) Openings created by sick leave will be posted after thirty (30) days for the classifications outlined in provision #4. The balance of Division I openings created by sick leaves will be posted after 60 days.

## **II. TRANSFERS TO SERVICE DEPARTMENTS**

A. Employees in Division I may make application for openings in the following classifications:

Crib Attendant

Quality Operator

Stockman/woman

B. Employees transferred under these provisions must be capable of performing the job. When there are two or more employees desiring transfer to an opening in one of the above classifications, the employee with the longest seniority will be given preference.

C. Openings in the above listed classifications which are caused by employees transferring will be considered primary openings and will be filled pursuant to the provisions of this agreement.

## **III. PRODUCTION DEPARTMENT TRANSFERS**

A. Employees in Division I may make application for openings in the production classifications by department listed below:

Assembler (Departments 11, 19 & 25)

Door Fit, Hood Fit, Fender Fit and Adjust

Driver-Electrical-Mechanical

Paint Finesse

Paint Prep  
Repair Prep

- B. Job openings in the production departments described above will be filled from the division wide list of applicants on a seniority basis. Employees transferred from other production classifications to Sprayer, Paint Finesse, and Door Fit, Hood Fit, Fender Fit and Adjust will be considered to have transferred pursuant to the provisions of Paragraph 63 (a) of the GM-UAW National Agreement. All other production to production transfers except as provided in IV-D below will be considered to have transferred pursuant to Paragraph 63(b).

#### **IV. TRANSFERS TO FINAL PROCESS REPAIR AND CERTAIN PAINT DEPARTMENT CLASSIFICATIONS**

- A. Employees in Division I may make application for openings in the following classifications:
  - Utility-Electrical/Mechanical Repair
  - Utility-Paint Repair
  - Utility-Paint Mix, Elpo and Phosphate Control
  - Utility-Paint Systems-Spray Equipment Repair & Monitor
- B. Job openings described in IV-A above will be filled from Division wide list of applicants.
- C. Openings in the above listed classifications which are caused by employees transferring will be considered primary openings and will be filled pursuant to the provisions of this agreement.
- D. Applicants will state their qualifications and experience on the application form. The principles set forth under the provisions of Paragraph 63(a) of the National Agreement will be utilized in evaluating candidates. Employees in Division I may make application for openings in the "Utility-Electrical Mechanical Repair" classification in Department 27, Final Process, in accordance with the provisions of the Local Transfer Agreement. At the time the employee makes application, the employee may apply for either the repair function or the Toe in/DVT function; or the employee may apply for both of them by checking the appropriate box on the application. An employee's refusal to accept

a transfer to one of these functions will not affect that employee's application to the other function.

## **V. TRANSFERS TO "UTILITY-METAL REPAIR- INCLUDES DINGMAN/WOMAN", "SPRAYER", "UTILITY-SPOT REPAIR" AND "UTILITY - PAINT REPAIR" CLASSIFICATIONS**

- A. Employees in Division I may make application for openings in the production classifications by department listed below:
  - Utility–Metal Repair– Includes:
    - Dingman/woman (11 and 27)
    - Sprayer
    - Utility - Spot Repair
    - Utility - Paint Repair
- B. Openings in the "Utility-Metal Repair-Includes Dingman/ woman” classification in Final Process will be filled from applicants in the "Utility-Metal-Repair- Includes Dingman/ woman" classification in the Body Shop.
- C. Openings in the "Utility-Metal Repair-Includes Dingman/woman" classification in the Body Shop will first be filled from among applicants assigned to other classifications in the Body Shop, and then from among applicants Division wide.
- D. Openings in the "Sprayer" & "Utility-Spot Repair" classifications in the Paint Department will first be filled from among applicants assigned to the Paint Department, and then from among applicants Division wide.
- E. Openings in the "Utility - Paint Repair" classification in the Final Process Department will first be filled from among applicants assigned to the Paint Department, then from among other applicants in the Paint Department and finally from among applicants Division wide.
- F. Applicants will state their qualifications and experience on the application form. The principles set forth under the provisions of Paragraph 63 (a) of the National Agreement will be utilized in evaluating candidates.
- G. Openings in the above listed classifications which are caused by employees transferring will be considered

primary openings and will be filled pursuant to the provisions of this agreement

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 that such cancellation, modification, or change becomes effective, give notice in writing of the proposed cancellation, modification, or change. Within ten (10) working days after receipt of notice of 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 29, 2016. After notification is received from the Local Union, this Agreement will be effective as provided herein and submitted for approval of the Industrial Relations Staff of General Motors Vehicle Manufacturing, General Motors LLC and the International Union-UAW.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

**TEAM TO TEAM**

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**MEMORANDUM OF UNDERSTANDING  
PERMANENT OPENINGS WITHIN BODY, PAINT,  
TRIM  
AND CHASSIS PRODUCTION DEPARTMENTS  
(TEAM TO TEAM)**

- A. All production departments, the department manager, district committeeperson and zone committeeperson will meet weekly and mutually agree on permanent job openings to be posted.

During this meeting, the parties may mutually agree to post a temporary job, if that job has been set up for at least thirty (30) calendar days.

- B. Openings will be displayed for three (3) days (Thursday thru Monday) on a job posting board located within the geographical boundaries of each production department (Body, Paint, Trim and Chassis).
- C. Each job opening being displayed will include the shift, team identification and classification (where applicable) of the opening.
- D. Eligible employees may apply for transfer to a posted opening during the application period on forms provided by their Group Leader. Completed applications should be returned to the employee's Group Leader, who will sign/date the application and provide one (1) copy to the employee and one (1) copy to the district committeeperson in a mutually agreed location.
- E. The highest seniority applicant capable of performing the work and who otherwise meets the eligibility requirements of the job will be subject to mandatory transfer. Under current conditions employees slated for a team to team transfer will be moved to the new operation within 14 days.
- F. An employee must be on the active roll and assigned to the same shift, department and classification (where applicable) in which the opening has occurred, to be eligible to transfer under this section.
- G. This section does not apply to those repair openings referred to in the Special Repair Work Groups in the Trim and Chassis Departments. These openings will continue to be filled in accordance with the provisions of the "Special Employee Transfer Procedure for Repair Work Groups".

- H. This section does not apply in those situations wherein employees change shifts in accordance with the provisions of the Shift Preference Agreement on a one-for-one basis. Such movement does not create an opening on either shift.
- I. The specific job opening resulting from an employee transferring from a work group in accordance with these provisions may initially be filled by an employee from within that Group Leader's work group. Only one (1) such move may be made within the Group Leader's work group under these circumstances. Any opening resulting from this one (1) move may be filled pursuant to the provisions of the Local Transfer Agreement.
- J. Any permanent opening that results from an employee transferring to the following classification will not constitute an opening for the purpose of applying the provisions of this Memorandum.

Assembler

- K. Any permanent opening that results from an employee transferring to one of the following classifications may constitute a job opening to be posted if agreed to by the parties as outlined in Paragraph A of this Memorandum:

- Crib Attendant
- Door Fit, Hood Fit, Fender Fit and Adjust
- Driver-Electrical Mechanical Repair
- Paint Prep
- Product Assurance Operator
- Stockman
- Sprayer
- Technician (Stamping Facility)
- Utility-Electrical Mechanical Repair
- Utility-Metal Repair-Includes Dingman/woman
- Utility-Paint Repair
- Utility-Paint Mix, Elpo and Phosphate Control
- Utility-Paint Systems-Spray Equipment Repair & Monitor
- Utility-Spot Repair

- L. Employees who transfer as a result of these provisions will not be eligible to apply or be transferred in accordance with these provisions for a period of three (3) months, with the exception of Team Leader openings.

- M. These provisions are not applicable to openings caused by vacations or other vacancies, such as military leaves, personal leaves, of a duration of less than thirty (30) days.
- N. These provisions are not applicable to openings caused by sick leaves of a duration of thirty (30) calendar days or less.
- O. Management will assign an employee returning from an approved sick leave of absence to the operation from which he or she left, seniority permitting within the classification; providing the employee is capable of performing the work.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

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# **SPECIAL REPAIRS**

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## **SPECIAL TEAM MEMBER TRANSFER PROCEDURE FOR REPAIR WORK GROUPS**

During these negotiations the parties agreed that production employees will be receiving a higher base rate at this location for performing miscellaneous repair, in-process repair and/or inspection duties in conjunction with such employees' primary job duties. However, Management recognizes certain employee work groups are comprised exclusively of repair work. Management also recognizes the desirability of providing opportunity for longer seniority employees to fill openings in these work groups. Accordingly, employees desiring work associated with the identified repair function group may make application with their Group Leader on forms supplied by Management stating their qualifications for the work. Such applicants must be a variable operator within their department and must have attained the job rate for knowing eight (8) jobs. When two (2) or more applicants are capable of doing the work the most senior employee will be given preference. Employees must complete a Team Leader assessment and Repair assessment. The employee must be willing to learn the electronic schematics. (ie. Reading of service manuals from computer databases, knowledge of connectors and their position in the vehicles.) The employee must also show computer literacy by assessment as they will be retrieving and entering data into programs such as: GSIP, GEPICS, ISO procedures and Torque KPC fasteners. GA should have to flow using 63B's to the 34 repair group or the 89 repair group only after passing the above requirements. The above transfer procedure applies to the repair work groups within each department as follows:

<b>Dept Name</b>	<b>Dept Number</b>	<b>Employee Work Group</b>	<b>Work Group Identification</b>
Trim	19	Trim & Electrical Repair	P
Chassis	25	Trim, Electrical & Mechanical Repair	Q

Employees transferred to one of the Repair Work Groups listed above will be classified within the "Utility-Variable"

Classification at the maximum wage for that classification in that department. In the event it becomes necessary to reduce the employee repair work group, such employees will be reduced from the repair work group based on seniority. Such reduced employee will thereafter be classified based on their previously held classification within their department. Thereafter, such employee's seniority and status will be determined in accordance with the Local Seniority Agreement. The principles set forth in Section III, Paragraph B of the Local Seniority Agreement will be utilized to permit employees to return to their former repair work group in the event of layoff and/or reduction in force from the employee repair work groups identified in this Special Employee Transfer Procedure. An applicant transferred as a result of these provisions will not be eligible to apply for or be transferred to another work group, classification or department for a period of six (6) months. This agreement will not supersede the reduction in force provisions of the Local Seniority Agreement.

During the 2015 local negotiations the parties discussed the need for properly trained repair persons who are proficiently trained in all aspects of the job, it is therefore resolved that under current conditions an absentee replacement will be reallocated within the Chassis department to accommodate the Repair group in Chassis.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
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**General Motors LLC**

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# **PARAGRAPH 71**

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**GENERAL MOTORS VEHICLE MANUFACTURING  
WENTZVILLE ASSEMBLY CENTER  
DIVISION OF GENERAL MOTORS LLC  
ADMINISTRATION OF PARAGRAPH (71)  
LOCAL AGREEMENT - ASSEMBLY PLANT**

This Agreement entered into this 28<sup>th</sup> day of October, 2016, between the local Management of General Motors Vehicle Manufacturing, Wentzville Assembly Center of General Motors Corporation, and Local No. 2250, United Automobile, Aerospace and Agricultural Implement Workers of America.

The purpose of this Agreement is to establish rules for the equalization of extra work in periods of part time operations and overtime hours in accordance with the provisions of Paragraph 71 of the National Agreement.

1. Hours worked shall be credited as follows:
  - a. One (1) hour at time and one half-one and one-half (1.5) credits.
  - b. One (1) hour at double time - two (2.0) hours credit.
2. Equalization charts will be maintained and posted as follows:
  - a. Designated members of Management shall be responsible for the equalization charts.
  - b. The equalization charts shall display the employees' names and classifications, who are in the group at the effective date of this agreement and will be entered on the chart in low hours to high hours order. Employees entering the group thereafter will have their names added to the bottom of the list.
  - c. The equalization lists for a particular group shall be openly displayed in mutually agreeable locations to assure adequate accessibility for all concerned.
  - d. Equalization of hours records for Division I and II employees will be updated on a weekly basis. An employee's standing on the equalization chart will not change during the period of Tuesday through Monday of the following week. As an example, the employee who is lowest in hours on the equalization chart on Tuesday, will be considered as the employee who is lowest in hours through Monday of the following week.
  - e. For Division II employees, on the first Tuesday in

August of each year, the employee lowest in hours by classification by shift will be given zero, and the chart hours of all trades will be adjusted accordingly.

- f. For Division I employees, on the first Tuesday in August of each year, the employee lowest in hours will be given zero on the chart and the chart hours of the rest of the group will be adjusted accordingly.
3. Employees will be credited for hours worked and hours of work refused, in accordance with Paragraph 1 as follows:
- a. Production employees who refuse a voluntary overtime work offer (Daily, Saturday, Sunday or Holiday) of greater than 12 hours will only be charged for 12 hours (they will not be charged for hours greater than 12). Production employees who accept a voluntary overtime work offer (Daily, Saturday, Sunday or Holiday) of greater than 12 hours will be charged for all hours accepted / worked.
  - b. Absent employees who would have the opportunity to work on the basis of their standing on the equalization chart or by reason of their entire group working, shall be credited with the amount of hours involved in accordance with Paragraph 1.
  - c. When a partial crew is scheduled to work overtime, those employees who fail to report for overtime work after accepting an offer of such work, will be charged double the normal overtime hours for that date or dates.
  - d. Employees on authorized leaves of absence for a period of less than thirty (30) days will have the hours they would have had available, credited to them as provided in Paragraph 1, above, except as otherwise provided in Paragraph 3 (d) below. Employees on authorized leaves of absence for a period of thirty (30) days or more, shall cease to have available hours credited to them, and upon returning to any equalization group will be credited with the average hours of the group.
  - e. An employee who works on a paid holiday covered by Paragraph 203 of the National Agreement shall be credited only for hours paid for under the Working Hours Section and not for hours paid for under Paragraph 203.

- f. Employees who are unable to work overtime hours otherwise available because of required attendance at military training drills, summer camps or cruises will not be credited with such hours under Paragraph 1 and 3 (a). This will also include hours lost by reason of absence due to bereavement time off as per Paragraph 218 (b) of the National Agreement, and employees who are required to serve on jury duty. When employees are out of the plant on approved joint training and unavailable for overtime they will not be charged.
4. Employees transferred into another equalization group shall immediately be credited with average hours of the group to which they are transferred.
    - a. Employees transferred back into the bargaining unit shall be credited with the high hours of the group to which they are assigned.
    - b. Employees transferred from one shift to another within the corresponding equalization group will be credited with the average hours of the group.
    - c. Seniority employees returning from layoff under the permanent layoff section of the Local Seniority Agreement will be charged with the average hours of the group to which they are assigned.
    - d. New hires shall be credited with the highest hours of the group to which they are assigned.
    - e. Employees who are temporarily assigned to work in a different equalization group will continue to be credited in their regular group with hours worked pursuant to Paragraph 71 of the National Agreement in the temporary assignment. However, after one full pay period (Monday through Sunday) employees temporarily assigned to a new group will be considered as being within that group for equalization purposes and given the average hours of that group. If employees are subsequently reassigned to their former group within thirty (30) days, the hours they worked pursuant to Paragraph 71 in the group to which they were temporarily assigned will be credited to their total hours in the former group as they existed at the time of the temporary assignment.

- f. When averaging Division II employees to a shift where the equalization group consists of at least six (6) employees, the two (2) low hour employees as well as the two (2) high hour employees will be deleted and average hours obtained from the remainder of that classification.
5. During the period of time an employee is serving as a committeeperson, (Chairperson, Shop, District) his or her hours will not be credited nor will they show on the Equalization of Hours Chart.
  - a. When a committeeperson ceases to function as such, he or she will be charted on the equalization chart with the average hours of the equalization group to which he or she is assigned.
  - b. Employees temporarily appointed as a committeeperson for a period under thirty (30) days, their status in the respective equalization group regarding their accumulated hour total will not change. If the appointments are for a period of thirty (30) days or more, their hours will be adjusted to the average of the group upon their return to the group.
6. When an employee works overtime or part-time outside of the equalization group or is afforded the opportunity to work overtime outside of the equalization group, and refuses such offered work, he or she shall be charged for the hours involved.
7. If employees are called at home by Management for overtime work and they accept such work, they will be charged for the hours that they work. Employees called at home for notification to come to work that day, but who cannot report for work shall not be charged for such hours.
8. Employees who do not work overtime hours due to their attendance at the Union's annual picnic will not be charged for such hours.
9. Overtime hours on the shift will be equalized among employees in the equalization group capable of performing the available work.
10. During the Christmas Holiday period and on those occasions where a holiday period begins on Monday, overtime for the weekend preceding the holiday period and the holiday period, will be offered based upon the

equalization of overtime status as of the conclusion of the Sunday shift preceding the extended holiday period.

11. The equalization groups will be negotiated in departmental meetings subject to final approval of the Shop Committee Chairperson and the General Group Leader of Labor Relations.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

## **EQUALIZATION & SUPPLEMENTATION - BODY SHOP**

In accordance with the provisions of item 11 in the Local Agreement regarding the administration of Paragraph 71 of the National Agreement, the following equalization groups have been established in Department 11:

### **DESCRIPTION OF GROUP EQUALIZATION GROUP DESIGNATION**

Zone A - Left	A - Left
Zone A - Right	A - Right
Zone B 1	B
Zone C 80 & B 2	C
Zone C	C
Zone D	D
Zone E	E
Door Fit, Hood Fit, Fender Fit & Adjust	T
Utility Metal Finish Repair (Dingman/woman)	S

### **Team Leader Equalization**

1. All Metal Finish Repair (Dingman/woman) will equalize within their classification.
2. All other Team Leaders (Assemblers) will equalize within their respective Zones.

### **FITTERS, METAL FINISHERS (DINGMAN/WOMAN) & ASSEMBLER EQUALIZATION**

All employees classified as Fitters except those assigned to D zone will be considered one equalization group.

All employees (other than Team Leaders) classified as Metal Finishers (Dingman/woman) will be considered one equalization group.

All employees (other than Team Leaders) classified as Assemblers will equalize within their respective Zones.

For equalization purposes:

1. Work consistent with the roles and responsibilities of Team Leader as listed in the Memorandum of Understanding Team Leader in the Local Agreement, will be the work that will be performed by the Team Leaders

- on overtime.
2. When seven (7) or more employees in an equalization group are working overtime, a Team Leader will be offered an equivalent amount of overtime to service these employees, consistent with the roles and responsibilities outlined in the "Memorandum of Understanding Team Leader". It is Management's intent to work a T/L in these situations.
  3. Overtime associated with team meetings will not be recorded on the 71 chart.
  4. Housekeeping duties normally assigned to non-T/L employees in the Body Shop on straight time will not be assigned as overtime work for T/L's.
  5. Employees in the Utility Metal Repair, includes Dingman/woman classification will equalize by themselves.
  6. When all employees in equalization Group S (Dingman/woman) have been offered Work pursuant to the provisions of Para. 71 of the National Agreement, additional employees to be offered work will be selected from among those employees lowest in hours in Department 27, Final Process, Group B, then Department 11, Body Shop, who perform similar work to the work that is being performed on overtime.

### **SUPPLEMENTATION**

The parties recognized the need to: Provide flexibility in job assignment to efficiently meet organization objectives. Accordingly, the following clarifications are to be included in Local Agreement language based on discussion between the parties:

- When supplementation is required from outside of an equalization group during overtime hours, Management will have advance discussion with the appropriate committeeperson to seek input on how the requirement will be filled. Issues that cannot be resolved will be discussed between the Shop Chairperson and the Labor Manager or their designee.

## **PAINT DEPARTMENT**

In accordance with the provisions of the administration of paragraph (71) local agreement, overtime will be offered to those employees who are among the lowest in hours in the following equalization groups:

<u>Area</u>	<u>Group</u>	<u>Equalization Group</u>
Paint Mix	A	AA01/AA02
Manual Seal	B	BB01/BBO2
Moist Sand	B	MS01/MS02
Sprayer	C	CC01/CC02
Gun Tech	C	GT03/GT02
Paint Finesse	D	DD01/DD02
Spot Repair	D	SR01/SR02
Repair Prep	D	SM01/SM02

### **TEAM LEADERS**

- Team Leaders will not be used to do repair work or any other work normally performed by their team for which they service during overtime hours except in groups where there is a working Team Leader or other specified equalization groups such as groups “AA01”, “AA02”, “SM01”, “SM02”, “SR01”, “SR02”, “GT01” and “GT02”.
- Team Leaders in groups of the Paint Prep classification will equalize together. “BL01” and “BL02”
- All other Team Leaders will equalize separately from the teams they service within their classification except the Team Leaders in-groups “A”, “C” (except Sprayer) and “D”. These Team Leaders will equalize within their classifications and team for which they service.

### **OVERTIME**

- Any overtime regarding the bagging or unbagging of production units will be offered to the employees lowest in hours in equalization groups “BB01”, “BB02”, “MS01”, “MS02”, “DD01” and “DD02” combined.
- In the event Management has a line start-up or running which constitutes overtime, a Team Leader from their

respective classification equalization group lowest in hours will be furnished to service the employees.

- Employees assigned to a specific line which generates line time overtime to fill the system in the Paint Shop will not be applicable under the provisions of paragraph 71 of the National Agreement This does not include the lines that will be activated due to the repair process.

### **SUPPLEMENTATION**

The parties recognized the need to: Provide flexibility in job assignment to efficiently meet organization objectives. Accordingly, the following clarifications are to be included in Local Agreement language based on discussion between the parties:

- When supplementation is required from outside of an equalization group during overtime hours, Management will have advance discussion with the appropriate committee person to seek input on how the requirement will be filled. Issues that cannot be resolved will be discussed between the Shop Chairperson and the Labor Manager or their designee.
- This agreement has been reached based upon current conditions and operating procedures.

## **EQUALIZATION & SUPPLEMENTATION - TRIM DEPARTMENT**

In accordance with the provisions of item 11 of the Administration of Paragraph (71) Local Agreement, the following equalization groups have been established in Department 19:

### Equalization Groups:

- Assemblers will equalize within their Group Leader Group
- Team Leaders will equalize within their Group Leader Group
- On-line Repairmen will equalize as one (1) Group

### Supplementation:

The parties recognized the need to: Provide flexibility in job assignment to efficiently meet organization objectives. Accordingly, the following clarifications are to be included in Local Agreement language based on discussion between the parties:

- When supplementation is required from outside of an equalization group during overtime hours, Management will have advance discussion with the appropriate committee person to seek input on how the requirement will be filled. Issues that cannot be resolved will be discussed between the Shop Chairperson and the Labor Manager or their designee.
- Housekeeping, repair and stocking the line will not be considered Team Leader work for overtime purposes, however, in the event of excessive repair, Team Leaders may be asked to augment on-line repair and overtime in that order.

### Miscellaneous:

- Any problems associated with the implementation of andon will be discussed between the parties and the employees affected will be placed in the appropriate group.

## **CHASSIS DEPARTMENT: EQUALIZATION GROUPS**

In accordance with the provisions of Paragraph 11 of the Local Agreement regarding the administration of Paragraph 71 of the National Agreement, the following equalization groups have been established in the Chassis Department:

- Tire Room (constitutes a separate equalization group).
- The Frame Line (constitutes a separate equalization group).  
(Frame 1 & Frame 2 are merged into this one equalization group)
- Brake Deck (constitutes a separate equalization group).
- Engine Set (constitutes a separate equalization group).
- Motor Line (constitutes a separate equalization group).
- Fluid Fill / K Line (constitutes a separate equalization group).
- Front End / Radiator Line (constitutes a separate equalization group).
- 34 Repair Group (constitutes a separate equalization group). If additional manpower is needed (during periods OT) it will first be sought from TLs whose teams perform similar work.

‘Team Leaders’ in each Paragraph 71 Group (indicated above) will equalize with each other.

All Assemblers will equalize within their respective Equalization Group.

Housekeeping normally performed by production, if done on overtime, will be done by Assemblers.

Housekeeping, repairing and stocking the line will not be considered Team Leaders work for overtime purposes. However, in the event of excessive repair, Team Leaders may be asked to supplement on overtime.

Overtime associated with team meetings will not be charged on the Paragraph 71 chart if refused.

### Supplementation:

The parties recognized the need to: Provide flexibility in job assignment to efficiently meet organization objectives. Accordingly, the following clarifications are to be included in Local Agreement language based on discussion between the parties:

- When supplementation is required from outside of an equalization group during overtime hours, Management will have advance discussion with the appropriate committee person to seek input on how the requirement will be filled. Issues that cannot be resolved will be discussed between the Shop Chairperson and the Labor Manager or their designee.
- This agreement has been reached based upon current conditions and operating procedures.

## **MATERIAL DEPARTMENT**

### Groups:

B1 = Bodyshop's C.M.A and Route Jobs, Unloaders, A/R

B2 = Bodyshop's E-Pull and T/L

C1 = Chassis's C.M.A. and Route Jobs, T/L + A/R

C2 = Chassis's E-Pull and T/L

T1 = Trim's C.M.A. and Route Jobs, T/L + A/R

T2 = Trim's E-Pull, T/L + A/R

R = East Unloaders, T/L + A/R

W = West Unloaders, T/L + A/R

Z = Unassigned

Employees will be offered o.t. in their equalization groups from amongst the lowest employee in hours on the 71 chart for that equalization group.

## **TEAM AUGMENTATION**

- When supplementation is required from outside of an equalization group during overtime hours, Management will have advance discussion with the appropriate committee person to seek input on how the requirement will be filled. Issues that cannot be resolved will be discussed between the Shop Chairperson and the Labor Manager or their designee.

### **LINE TIME**

B = WILL WORK LINE TIME OF THEIR RESPECTIVE AREA.

C = WILL WORK LINE TIME OF THEIR RESPECTIVE AREA.

T = WILL WORK LINE TIME OF THEIR RESPECTIVE AREA.

R = WILL WORK TRIM T1's LINE TIME

W = WILL WORK CHASSIS C1's LINE TIME

- IF THE LINE GOES 8.5 OR MORE THE ROUTE TEAMS AND THE C.M.A.'s WILL COMPLETE THEIR JOB C.M.A.'s WILL COMPLETE THEIR JOB CYCLE.
- THE T/L's WILL WORK THE LONGEST LINE TIME IN THE AREAS THEY SERVICE.

### **PROJECT WORK**

1. SIGNAGE
  2. RACK BUILDING
  3. OPERATION MOVES
  4. REPACKING
  5. INVENTORY
  6. SHIPPING
  7. HOUSEKEEPING
- NOTE: THIS AGREEMENT IS DEVELOPED FOR CURRENT OPERATING CONDITIONS.

**DEPT. 51**  
**71 AGREEMENTS**  
**(REVISED)**

ALL EMPLOYEES ASSIGNED TO DEPT. 51 (CRIB ATTENDANT) 1<sup>ST</sup> SHIFT WILL BE ONE EQUALIZATION GROUP.

ALL EMPLOYEES ASSIGNED TO DEPT. 51 (CRIB ATTENDANT) 2ND SHIFT WILL BE ONE EQUALIZATION GROUP.

ALL EMPLOYEES ASSIGNED TO DEPT. 51 (CRIB ATTENDANT) 3RD SHIFT WILL BE ONE EQUALIZATION GROUP.

**AUGMENTATION**

- When supplementation is required from outside of an equalization group during overtime hours, Management will have advance discussion with the appropriate committee person to seek input on how the requirement will be filled. Issues that cannot be resolved will be discussed between the Shop Chairperson and the Labor Manager or their designee.

**DEPT. 73'S RECLAMATION  
71 AGREEMENT  
(REVISED)**

ALL EMPLOYEES ASSIGNED TO DEPT. 73 RECLAMATION ON 1ST SHIFT WILL EQUALIZE TOGETHER.

ALL EMPLOYEES ASSIGNED TO DEPT. 73 RECLAMATION ON 2ND SHIFT WILL EQUALIZE TOGETHER.

**LINE TIME**

RECLAMATION WILL WORK BODY SHOP (D) ZONE LINE TIME.

**AUGMENTATION**

- When supplementation is required from outside of an equalization group during overtime hours, Management will have advance discussion with the appropriate committee person to seek input on how the requirement will be filled. Issues that cannot be resolved will be discussed between the Shop Chairperson and the Labor Manager or their designee.

## **QUALITY**

- Group A = All employees assigned to body shop
- Group B = Tripts Monitors
- Group C = Torque monitors
- Group F = Care line & Absentee relief
- Group G = Team Leaders
- Group I = All other quality employees (not noted above) who are assigned to Final Process
- Group J = Employees assigned to the K-line

## **SUPPLEMENTATION**

The parties recognized the need to: Provide flexibility in job assignment to efficiently meet organization objectives. Accordingly, the following clarifications are to be included in Local Agreement language based on discussion between the parties:

- When supplementation is required from outside of an equalization group during overtime hours, Management will have advance discussion with the appropriate committee person to seek input on how the requirement will be filled. Issues that cannot be resolved will be discussed between the Shop Chairperson and the Labor Manager or their designee.
- This is mutually agreed to under current operating conditions.

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# **VACATION MEMO**

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**Wentzville Assembly Center Vacation Time off  
Procedure  
Memorandum of Understanding**

The provisions of "Vacation Time off Procedure" (Paragraphs 202 through 202i) of the GM-UAW National Agreement, hereafter referred to as the Vacation Time off Procedure, prescribes the procedure to be used for vacation time off. Employees will be permitted to apply for vacation time off for the period of April of the current year through March of the subsequent year. This period will be adjusted accordingly dependent on any negotiated changes in the application month specified in Paragraph 202h of the National Agreement. In addition, employees who apply for vacation time off at times other than the approved application period may make their requests directly to their department for consideration.

Once approved, such arrangements will not be changed without mutual consent of Management and the employee.

Moreover, because of peculiar circumstances regarding certain State of Missouri established desirable periods, Management will not require dates certain on those applications indicating a preference for these periods.

Subsequent to the vacation application period, Management will discuss with the Shop Committee the schedule for notifying employees of the decision of their request. Management will continue its past practice of giving consideration to employees who apply for vacation time off during other than the vacation application period specified in the Vacation Time off Procedure. However, vacation applications filed in accordance with the Vacation Time Off procedure will have priority over such applications.

In the administration of the above provisions for General Assembly, vacation time off will be granted on a plant seniority basis by department based on those employees that have made application during the application period. In the Body Shop vacations will be approved by seniority, by zone, by classification and leveled department wide. In the Paint department, vacations will be approved by seniority, by classification and leveled department wide. If there are more requests for vacation for the same time period, such that efficient operation of a Group Leader's area would be

negatively impacted, Based upon current conditions, the parties will jointly review the vacation applications and establish an agreed upon %number by department for that calendar year. If the parties cannot reach mutual agreement the issues will be referred to the key 4 for resolution. If for the reason stated above an employee is denied their vacation they will be notified during the application process and be given an opportunity to choose alternative dates for approval before proceeding to the next applicant.

During prime vacation periods, when temporary vacation replacement help is employed at the level needed, vacation time off will be granted to the maximum allowable without negatively impacting the safety, quality, cost and the efficiency of our people and operations. This maximum allowable number will be jointly developed recognizing that the number may vary based on the authorized headcount number, size of the group and available Absent Replacements and Temporary employees within the Group. It is understood that vacations need to be level scheduled during the prime time period in order to effectively utilize vacation replacements. Issues that arise regarding this process that cannot be resolved by this joint team will be escalated to the Area Manager and Zone Committeeperson for resolution. Prime time is defined as the period of the last two weeks of May through the first week of September and the period of the Friday before the opening day of the Missouri firearm deer hunting season through the week of Thanksgiving.

Employees will be notified by the end of March of the status of their vacation application. It is further understood that employees who apply and are approved for vacation time off will be required to take those days off in line with their intentions as noted on the application form consistent with the provisions of the National Agreement.

Any cancellations must be submitted in writing to the Group leader a minimum of one calendar week prior to the approved day of vacation. The parties can discuss and resolve any exceptions to the cancellation process. This will allow the Group Leader ample time to review the waiting list. A copy will be provided to the committeeperson as soon as possible.

Under the current conditions the fifth, sixth or seventh day following an approved vacation which was approved during the vacation application period for the last regularly scheduled day of the work week will not be considered as a scheduled work day. Request made after the vacation period will be reviewed and evaluated on a case by case basis.

Subsequent to the conclusion of the vacation application period referred to in Paragraph (202h) of the GM-UAW National Agreement, departments will post in a mutually agreed location, an approved vacation schedule based on applications submitted during that vacation application period. The initial posting will be followed by periodic updates to the schedules. Any complaints pertaining to this procedure will be dealt with between the parties.

- The vacation schedule for each department shall be openly displayed in mutually agreeable locations to assure adequate accessibility for all concerned.
- 

**Local 2250, UAW**

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Torkey Graham  
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Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

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# **PLACEMENT**

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**LOCAL EMPLOYEE PLACEMENT PROCEDURE  
WENTZVILLE ASSEMBLY CENTER**

1. If there is a question of whether the employee's job assignment meets the employee's restrictions, a Medical Department representative will go to the operation in question. The Joint ADAPT representatives, District Committeeperson and Group Leader should also be present. The ADAPT Team will be familiar with and take into account the employee's physical characteristics, e.g., height, weight, etc. After viewing the operation, the Medical Department representative will make a determination as to whether the job assignment meets the employee's physical capabilities. Unresolved disputes will be addressed utilizing the local Paragraph 43b procedure. The Union raised the issue of the second shift Medical Doctor not examining operations on the second shift. Management stated that, if available, the second shift Medical Doctor will view the operations in question on second shift.
2. Generally, restricted employees who are in the process of being placed will not displace other restricted employees unless the employee being placed is to the point in the procedure where the employee is being displaced from the shift within the department when the employee has enough seniority to remain on the employee's shift of choice.
3. Employees with restrictions will be paid in accordance with the provisions of the Local Wage Agreement, i.e., based upon the number of jobs they are capable of performing.
4. Copies of an employee's physical restrictions will be limited to those Management and Union representatives with a need to know.
5. The parties will ensure that when an employee with restrictions transfers, that the new Group Leader is notified of the employee's restrictions.
6. An employee will not be denied overtime work simply because the employee has physical restrictions. On the contrary, it is the responsibility of Management to see that all employees are treated fairly and without discrimination with respect to work and/or overtime

opportunities. Accordingly, the Parties agree that any employee with physical restrictions will be offered overtime work in accordance with the provisions of Paragraph 71 of the National Agreement provided the employee is capable of performing the overtime assignment.

7. An employee unable to work overtime for a period of thirty (30) days or less due to personal medical restrictions will have the overtime hours he would have had available, credited to him as provided in Paragraph 1 of the Administration of Paragraph 71 Local Agreement. An employee unable to work overtime for a period of more than thirty (30) days due to personal medical restrictions, shall cease to have available overtime hours credited to him, and upon becoming capable of performing available overtime, will be credited with the average hours of the group.
8. When there is a dispute as to whether or not an employee with a restriction is capable of performing available overtime work on either a daily or weekend basis, the department manager and district committee person will review, if time permits, the specific assignment in question in an effort to resolve any dispute/concern relative to the employee's physical ability to perform all of the elements of the overtime assignment. In this regard, the parties may consult the Job Placement Coordinator for a recommendation.
9. Generally, employees with restrictions of two (2) weeks or less will not be placed by the ADAPT Team.

### **Paragraph 43b Procedure**

The procedure provided herein allows for the prompt resolution of disputes involving employees who will not perform a specified job assignment due to a medical conflict. A medical conflict exists when:

1. An employee submits restrictions from his or her personal physician and all or part of the restrictions are not honored by the Plant Medical Director or the Director's representative.
2. In the case of a plant related injury or illness, the Plant Medical Director does not issue restrictions.
3. An employee states that he or she cannot physically

- perform the job to which the employee has been assigned.
4. If the Plant Medical Director issues restrictions and the employee feels that he or she is more restricted than the restrictions issued.

If an employee will not perform a job assignment and a medical conflict exists, the employee will be escorted to the Labor Relations Department or to the ADAPT Team accompanied by the employee's Union Representative where the following procedure will be explained to the employee in detail:

1. The employee will sign an agreement indicating that the employee understands and agrees to this procedure.
2. The employee will be allowed to select an IMO (Independent Medical Opinion) doctor who specializes in the employee's medical problem. The employee will not be allowed to select any doctor from whom he or she has received care or treatment. (Note: the existing structure used by the National Benefit Center in selecting Impartial Medical Opinions pursuant to the Insurance Program will be utilized in this regard.) The employee is then sent home pending an appointment with the IMO.
3. A videotape will be made of the operation to which the employee has been assigned. The Union placement person will be present during this filming.
4. An appointment will be made with the selected IMO doctor. A letter confirming this appointment will be mailed to the doctor and the employee. To ensure impartiality, contacts with the IMO physician will be limited to necessities such as appointment scheduling and medical records information.
5. The videotape is taken to the IMO doctor on the designated appointment date and is reviewed with the doctor by Management and the Union placement person. (Note: the Union placement person will be paid mileage and for time spent at the IMO appointment, not to exceed his or her available hours on that date). The doctor then examines the employee and renders a decision as to whether or not the employee can perform the disputed operation. The doctor's opinion is final and binding on both parties. The expense of the examination and narrative report will be paid one-half by General Motors

- Corporation and one-half by the Local Union.
6. If the employee is found unable to perform the disputed operation, the employee is paid for all hours lost and another attempt at placement is made. If the employee is found able to perform the operation, the employee is not paid for time lost and is once again assigned to the job in question. If the employee insists that he or she cannot perform the job, the employee will be afforded an opportunity to explain his or her actions. After considering the employee's explanation, Management will render a final decision in the matter.

**Local 2250, UAW**

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Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

**Paragraph 43b Agreement with Employee**

I hereby agree to be referred to a local physician mutually agreed upon for an impartial medical opinion regarding my job assignment in accordance with the provisions of Paragraph (43b) of the National Agreement. I understand that the appointment with this physician will be made at the earliest possible time. I also understand that if the physician finds me unable to perform the job in question, the \_\_\_\_\_ operation, then General Motors will pay me for all time lost as a result of this examination, and that I will be reassigned to another job compatible with my restrictions and seniority. I further understand that if the physician finds me able to perform the job, then I will be expected to return to the plant and perform it with no back pay for time lost.

Signed: \_\_\_\_\_  
(Employee)

Union  
Representative: \_\_\_\_\_

Management  
Representative: \_\_\_\_\_

Date: \_\_\_\_\_

**GENERAL MOTORS VEHICLE MANUFACTURING**

Date:

Employee:

Dear Employee: \_\_\_\_\_:

We have scheduled an appointment for an examination of your medical condition by an impartial medical doctor. This doctor will determine whether or not you are capable of performing the \_\_\_\_\_ operation.

Your appointment is as follows:

Date: \_\_\_\_\_ Time: \_\_\_\_\_

With: Dr. \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

You will be advised when you are to return to work.

\_\_\_\_\_  
UAW Placement  
Representative

\_\_\_\_\_  
Management Placement  
Representative

Wentzville Assembly Center - General Motors LLC  
1500 East Route A  
Wentzville, Missouri 63385

**TEAM LEADERS  
TEAM MEMBERS  
DIVISION I & II**

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**MEMORANDUM OF UNDERSTANDING  
TEAM LEADER, DIVISION I  
ASSEMBLY PLANT**

The parties mutually recognize that quality and productivity are directly related to job security, and that a high level of quality and operating efficiency requires mutual respect and recognition of each other's problems and concerns.

Our experiences in the past have clearly shown us that to meet the world class quality and efficiency goals, we must work together as a team to face and beat the competition of today's global market.

All of us must accept our changing roles and responsibilities as we jointly face this challenge to maximize quality and productivity. Team leaders play a vital role in this challenge. In an effort to tap the judgment and creativity of all employees through the team process, the following roles and responsibilities have been developed for team leaders:

**TEAM LEADER - DIVISION I**

1. Perform all duties and responsibilities of team members.
2. Introduce and train new members.
3. Support the operator:
  - a) Respond to quality and repair help calls.
  - b) Relieve/replace team members for meetings and/or unscheduled relief (quality, safety, emergency, medical, etc.).
  - c) Provide training and assess level of skill and proficiency of operator during training period.
  - d) Obtain necessary tools/supplies and use inventory system.
4. Proficient on all operations within the team.
5. Involved in and support continuous improvement process.
6. Maintain safe work practices and housekeeping within team.
7. Coordinate, schedule and facilitate team meetings:
  - a) Post agenda prior to meeting.
  - b) Maintain record of meeting.
8. Assist in on-line repair if necessary.
9. Assist team member when necessary in stocking operation from JIT rack.
10. Cover absentees when needed.

(It is not Management's intent to utilize team leaders to

cover absentees for extended periods of time except in abnormal situations such as excessive absenteeism.)

11. Verify, through instruction, training, and monitoring of outgoing quality that team members follow and maintain standardized work, and maintain job descriptions for the team.
12. Help process salvage on a daily basis.
13. Support team activities: quality, safety, flexibility charts, process wall, etc. by maintaining charts and necessary record keeping.
14. Communicate information to and from team as required, and maintain communication with other teams and departments.

Team leader roles and responsibilities include but are not limited to the items listed above. Additional duties may be jointly developed by the parties.

Quality Department Team Leaders covering GA VS, Kline, CARE, Weld/Paint/Body as well as Final Process Roll Test will be non-working TLS. All Material, all remaining Final Process, and the Quality Department Team leaders covering GCA and Torque will be working TLS>

**TEAM LEADER  
SELECTION  
DIVISION I**

- A. Applicants for team leader openings must be assigned to the same classification and department in which the opening occurs. In the Material and Final Process Departments, applicants for the team leader openings must be assigned to the same non-interchangeable occupational group as shown on the Material and Final Process flow charts in the Local Seniority Agreement in which the openings occurs.
- B. Applicants will state their qualifications and experience on the Team Leader application form.
- C. Applicants who have completed the team leader application form will participate in a comprehensive competency assessment and interview process. The assessment will take into consideration each applicant's qualifications, capabilities, experience, attendance and discipline record. Applicants that do not successfully complete the assessment process may attend related

- training that is made available at the plant during the regular production schedule.
- D. The highest seniority applicant who has successfully completed the Team Leader Assessment and interview process and is capable of performing the job will be automatically granted the transfer.
- E. Team Leader competencies requirements include, but are not limited to the following:
1. Be a variable operator at the Level Three (3) rate of pay.
  2. Capable of performing all of the jobs within the team where the opening occurs.
  3. Good writing and oral communications skills.
  4. Ability/willingness to make oral presentations both within the team and to groups outside of the team.
  5. Ability (or willingness to learn) to use computers.
  6. Good attendance record.
  7. Willingness to lead problem-solving efforts of the team.
  8. Willingness to travel (example: To other facilities to review their operation/processes, to Detroit, etc.).
  9. Willingness to maintain flexible work schedule.
- F. Any permanent Team Leader opening in a production department may initially be filled by another Team Leader from within that department on the same shift and classification where the opening exists. Only one (1) such move may be made within the Team Leader group under these circumstances. Any opening resulting from this one (1) move may be filled pursuant to the provisions of the Memorandum of Understanding Team Leader Division I, Assembly Plant.
- G. Once an employee is on the active TL list and they remove their name from the consideration they will not be able to reapply for 90 days. Upon reapplying the employee will be required to participate in the most recent mutually agreed to version of the TL selection process and pass before being placed back on the list.

### **TEAM LEADER REASSIGNMENT PROCESS DIVISION I**

If team members have concerns about the performance of a Team Leader, they should first bring their concerns to the

team's Group Leader and Committeeperson so that they may have the opportunity to resolve the concerns with the Team Leader. If the concerns still can't be resolved, the team members may bring their concerns to the Shift Leader and Shop Committeeperson; and if they still can't be resolved, other avenues may be explored to address the team's concerns.

In the event it is found that the Team Leader is unable to perform the duties assigned to him or her, the issue will be brought to the attention of the appropriate Shift Manager and District Committeeperson for resolution. If the issue still cannot be resolved the employee will be reassigned by Management as follows:

If reassignment occurs prior to thirty days on the job, the employee will be returned to his or her former operation and/or team if seniority permits. If reassignment occurs after thirty days on the job, the employee will test his or her seniority within the occupational group and, seniority permitting either fill an available departmental opening or bump the low seniority employee. Documentation supporting the reason for reassignment will be the responsibility of Management. A new Team Leader will be selected by following the application process detailed above for Division I.

### **TEAM LEADER PAY DIVISION I**

It is recognized that the duties and responsibilities of the Team Leader are above and beyond the requirements of those of team members and are critical to the support of the operator. Accordingly, the Team Leader's hourly rate of pay shall be fifty cents (\$1.00) per hour above that of the highest pay-for-knowledge rate in his classification.

In the event it is necessary to replace a Team Leader in a production department on a temporary basis, Management will normally offer such assignment to the highest seniority absentee replacement operator in the team who is capable of performing the available work. If there is no absentee replacement operator assigned to that team, the highest seniority absentee replacement operator in that Group Leader's

group will normally be offered the assignment if he/she is capable of performing the available work.

In the event it is necessary to replace the Team Leader, the employee who performs this function will be compensated in accordance with Paragraph I of the Local Wage Agreement.

**MEMORANDUM OF UNDERSTANDING  
TEAM LEADER, DIVISION II  
ASSEMBLY PLANT**

The parties mutually recognize that quality and productivity are directly related to job security, and that a high level of quality and operating efficiency requires mutual respect and recognition of each other's problems and concerns.

Our experiences in the past have clearly shown us that to meet the world class quality and efficiency goals, we must work together as a team to face and beat the competition of today's global market.

All of us must accept our changing roles and responsibilities as we jointly face this challenge to maximize quality and productivity. Team leaders play a vital role in this challenge. In an effort to tap the judgment and creativity of all employees through the team process, the following roles and responsibilities have been developed for team leaders:

**TEAM LEADER – DIVISION II**

1. Introduce and train new members. Coordinate follow up training requirements with Group Leader approval.
2. Involved in and support continuous improvement process.
3. Maintain safe work practices and housekeeping within teams.
4. Coordinate and schedule meetings:
  - a) Post agenda prior to meeting.
  - b) Maintain record of meeting.
5. Coordinate preventive maintenance tasks in and out of the teams. Check maintenance repair items.
6. Coordinate breakdown reviews from the teams and make recommendations.
7. Participate in "C-MORE" and "THROUGH-PUT" meetings.
8. Coordinate disbursement of safety equipment and communicate safety information.
9. Assist in control and procurement of expense store items.
10. Assist in procurement of manuals, prints, layouts and other information on equipment and machinery as needed.

11. Assist in other areas when needed.
12. Interact in problem solving groups in both production and skilled trades groups.
13. Provide leadership and coordinate, in setting goals for schedule, equipment up-time, and product quality through daily audits, etc.
14. Provide leadership and coordination, to develop and implement a scrap reduction program.
15. Check startup attendance and assist in arranging coverage.
16. Verify accuracy of Paragraph 71 charts.
17. Accept assignment of a radio to facilitate communication.
18. Provide leadership and coordination in implementing quality plans.
19. Communicate information to and from teams as required, and maintain communication with other teams, departments and shifts.

Team leader roles and responsibilities include but are not limited to the items listed above. Additional duties may be jointly developed by the parties.

### **TEAM LEADER SELECTION, DIVISION II**

- A. Applicants for team leader openings must be assigned to the department in which the opening occurs. In any department where there is more than one team leader, the selection process may be modified as follows: applicants must be assigned to the same team and department in which the opening occurs.
- B. Applicants will state their qualifications and experience on the application form.
- C. Applicants who have completed the team leader application form will participate in a comprehensive competency assessment and interview process. The assessment will take into consideration each applicant's qualifications, capabilities, experience, attendance and discipline record. Applicants that do not successfully complete the assessment process may attend related training that is made available at the plant during the regular production schedule

- D. The highest seniority applicant capable of performing the job and who otherwise meets the eligibility requirements of the job as detailed below, will be automatically granted the transfer.
- E. Team Leader eligibility requirements are:
  - 1. Good writing and oral communications skills.
  - 2. Ability/willingness to make oral presentations both within the teams and to groups outside of the teams.
  - 3. Ability (or willingness to learn) to use computers.
  - 4. Good attendance record.
  - 5. Willingness to lead problem-solving efforts.
  - 6. Willingness to travel (example: To other facilities to review their operation/processes, to Detroit, etc.).
  - 7. Willingness to maintain flexible work schedule.

**TEAM LEADER REASSIGNMENT PROCESS  
DIVISION II**

If team members have concerns about the performance of a Team Leader, they should first bring their concerns to the team's Group Leader and Committeeperson so that they may have the opportunity to resolve the concerns with the Team Leader. If the concerns still can't be resolved, the team members may bring their concerns to the Shift Leader and Shop Committeeperson; and if they still can't be resolved, other avenues may be explored to address the team's concerns.

If the issue still cannot be resolved the employee will be reassigned by Management to a job within his classification. Documentation supporting the reason for reassignment will be the responsibility of Management. A new Team Leader will be selected by following the application process detailed above for Division II.

**TEAM LEADER PAY  
DIVISION II**

It is recognized that the duties and responsibilities of the Team Leader are above and beyond the requirements of those of team members and are critical to the support of the operator. Accordingly, the Team Leader's hourly rate of pay shall be fifty cents (\$1.00)per hour above that of the highest pay-for-knowledge rate in his classification.

In the event it is necessary to replace the team leader the employee who performs this function will be compensated in

accordance with Paragraph I of the Local Wage Agreement. Management will make every effort to assign the replacement team leader responsibility to the highest seniority employee scheduled to work, who is capable of and indicates a desire to perform these responsibilities.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

## **TEAM MEMBER ROLES AND RESPONSIBILITIES**

It is the intent of the parties to develop a culture within the Wentzville Assembly facility which will lead to the manufacture of a world class, quality product at a competitive cost. Primary to this cultural change is the joint recognition that people are our most important resource. It is recognized that by promoting an environment which continually reinforces the need for mutual trust and respect, all employees will have the opportunity to develop to their full potential.

Team Member Responsibilities: Responsibilities include, but not limited to, the following:

- Participate in team/group meeting
- Check workstation readiness for production
- Follow standardized work in the station
- Signal out-of-standard conditions (use Andon)
- Apply material pull system
- Follow and apply required safety rules
- Rotate as scheduled
- Perform 5S tasks & maintain workplace organization
- Perform TPM/PMP tasks in adherence to the National Agreement
- Participate in scheduled training
- Provide information during layered audits
- Submit near miss reports
- Participate in the problem solving activities as required
- Participate in waste elimination and CIP activities as required
- Raise concerns, seek explanation on concerns raised
- Maintain regular attendance
- Know all quality standards

Under the current conditions the parties agree that all team members will be trained, certified, expected to perform, and maintain proficiency on a minimum of two jobs within the team. The teams will define the process by which the above items are to be implemented. Either party may escalate concerns related to this understanding through the Document 40 Issue Resolution Process. This agreement is without precedent or prejudice to either party.

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# **FINAL PROCESS**

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**MEMORANDUM OF UNDERSTANDING  
FINAL PROCESS  
ASSEMBLY PLANT**

- A. Under normal operating conditions, vehicles will continue to be returned to the base department from Final Process for fixed glass and urethane repair.
- B. Final Process will begin at the end of K conveyor at Column B-58.
- C. There will be occasions when it is necessary to assign base department Team Members to work in Final Process on straight time due to excessive repair, absenteeism, shortages, re-works, etc. It is not Management's intent to circumvent the provisions of the Local Transfer Agreement.
- D. The Parties recognize that the driving of vehicles in Final Process is part of the normal job function of team members classified as "Utility-Electrical Mechanical", "Utility-Metal Repair - Includes Dingperson", and "Utility-Paint Repair". Management stated, however, that under normal operating conditions, when all of the repair functions are working overtime, team members classified Driver may be scheduled to work if their services are required.
- E. The function of processing units through Dynamic Vehicle Testing (DVT) after being repaired is part of the normal job function of team members assigned to the repair heavy and repair general NIO teams.
- F. The current process stipulates that vehicles in need of repair as a result of failing DVT and alignment will be retested by the repairperson who performs the repair. However, there may be occasions when due to the volume of such units being processed through DVT or the lack of available manpower in the department to perform this job task, that it is necessary to assist the repairperson in performing this job task.
- G. Team members classified as "Utility-Electrical-Mechanical Repair" perform inspection functions, in conjunction with their primary responsibility of repairing units. The parties acknowledge that when the Final Process repair team members are working overtime on units that are outside in the shipping yard, there is

normally no need to schedule a Quality team member in as much as the work being performed can be repaired and bought off by the repair team members involved. Management acknowledged, however, that on occasion, in certain special situation, Management may determine a need to schedule a Quality team member. Under current operating conditions all off line repairs will be IRC'd by quality department prior to shipping on the same day when possible.

- H. Team Members assigned on a permanent basis to assignments that regularly require them to work outdoors, will be provided, on a seasonal loan basis, one parka each. Team members will be expected to keep seasonally loaned parkas, when temporarily not in use, in suitable, in-plant storage areas. They will return the parka at the end of the cold weather season. In addition, team members whose normal job assignments are indoors, and who do not have suitable clothing available, will be loaned a parka when unexpectedly assigned outdoors during inclement weather. Team members will be required to return temporarily assigned parkas to General Stores by the end of their shift. Further, rain gear will be provided upon request.
- I. The repair bays in Final Process are marked. However, this does not preclude team members from performing repair work on vehicles in locations other than marked repair bays as long as the repair work can be performed in a manner that is safe and not injurious to the team member's health. Any complaints brought to Management's attention will be promptly investigated for any necessary corrective action.
- J. The process of monitoring and finessing the built product on the Care Line in Final Process will be performed by team members assigned to the Quality Department. This does not preclude repair functions from being performed on this line by employees assigned to Final Process General Repairs.
- K. The following is a contemplated general job description of the heavy repair items that will be performed by "Repair Heavy" team members in Department 27, Final Process. Team members will repair and/or change the

following items:

- Rear Axles
- Engines
- Transmissions
- Control Arms
- Springs (front and rear)
- Drive Shafts

In addition, the parties acknowledge that team members assigned to this team will be expected to perform other types of repair as necessary.

### **EQUALIZATION GROUPS FINAL PROCESS**

Equalization will be by classification by teams as follows:

#### Utility-Electrical-Mechanical Repair

Group 27 – H	Repair Heavy
Group 27 – E	Repair General
Group 27 – R	DVT

#### Utility-Metal Repair-Includes Dingpersons

Group 27 – B	Dingpersons
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#### Driver- Electrical-Mechanical

Group 27 – D	Driver
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Augmentation of the above Final Process Department equalization groups will be as follows:

The parties recognized the need to: Provide flexibility in job assignment to efficiently meet organization objectives. Accordingly, the following clarifications are to be included in Local Agreement language based on discussion between the parties:

- When supplementation is required from outside of an equalization group during overtime hours, Management will have advance discussion with the appropriate committeeperson to seek input on how the requirement will be filled. Issues that cannot be resolved will be discussed between the Shop Chairperson and the Labor Manager or their designee.

**Local 2250, UAW**

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**3<sup>rd</sup> PARTY  
HOUSEKEEPING**

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### **3rd PARTY HOUSEKEEPING**

In accordance with the 2007 National Agreement, the National Parties have agreed to exit housekeeping functions at the General Motors facilities. The intent of this MOU is not to negotiate housekeeping services back to the UAW employee at the Wentzville Assembly Center.

At the Wentzville Assembly Center, the Union, Management and employees are committed to sustainment of a clean and safe workplace. Under current operating conditions, 3<sup>rd</sup> Party Support is committed, with their own hourly employees, to transition and perform the same areas of responsibility/function of the former Department 41, as documented in the 2003 Local Agreement. Additionally, 3<sup>rd</sup> Party Support is committed to maintaining the Wentzville Plant to the satisfaction of the customer, in the most efficient, cost effective way, in addition to making improvements where applicable.

During the 2015 Local Negotiations the parties discussed the challenges that were being created by the current trash can / garbage removal from various parts of the plant. The parties agree to conduct a review of the 3<sup>rd</sup> Party Support cleaning schedule to ensure timely disposal of food products (specifically prior to weekends) to help control pest, rodents and odor.

It is further understood and agreed between the parties that this understanding is entered into good faith and is designed to posture the Wentzville Assembly Center in a favorable competitive position, and such, the parties will mutually work to satisfactorily resolve any problems that may arise.

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# **STATEMENT OF MINUTES**

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**STATEMENTS FOR THE MINUTES  
ASSEMBLY PLANT**

- A. In the Trim and Chassis departments the parties will incorporate into their departmental equalization / augmentation agreements the following language:  
After all employees assigned to the Special Repair Work Groups have been offered overtime to perform repair work within the department, additional employees to be offered such work will be selected from among the designated (on-line) repair operators who are capable of performing the available repair work.
- B. The parties recognize that in certain instances the exercise of the provisions of the "Local Transfer Agreement" may impair the quality of the product. Examples include multiple openings created by an increase in line speed, significant changes in model mix, the offering of special accelerated attrition programs, retirements, etc. If this occurs, the parties will meet to develop a procedure to fill openings without impairing the quality of the product pursuant to Document 70 of the GM-UAW National Agreement.
- C. Concerning staggered start times for the Material Department, under normal operating conditions older seniority employees in that department, by classification, who can do the work and who indicate a desire for a different starting time, will be given preference.
- D. Concerning Paragraph C of the "Memorandum of Understanding Final Process", any disputes relative to whether or not base department employees are working in Final Process on straight time within the spirit and intent of this agreement, should be brought to Management's attention. The circumstances will be discussed between the appropriate Management and Union representatives in an effort to resolve the issue.
- E. Concerning Paragraph I of the Memorandum of Understanding Permanent Openings within Body, Paint, Trim and Chassis Production Departments, in the "Sprayer" classification in Department 15, the Paint Department, the parties as noted in Paragraph "A" of that Memorandum may mutually agree that the specific job

opening resulting from an employee transferring from a work group in accordance with the provisions of that Memorandum, constitutes a permanent job opening to be posted. In those instances where such a permanent job opening is posted, the provisions of the Memorandum of Understanding Permanent Openings within Body, Paint, Trim and Chassis Production Departments will apply.

- F. Employees classified as "Door Fit, Fender Fit & Adjust" and assigned to Teams Q and T in Department 11, the Body Shop, will be considered as being "... within the Group Leader's work group" for purposes of applying the provisions of Paragraph I of the Memorandum of Understanding Permanent Openings Within Body, Paint, Trim and Chassis Production Departments.
- G. Management will instruct employees in the proper use of radios and not to use the radio for items that were discussed between the parties during these negotiations.
- H. Production employees are provided relief in accordance with Document 56 of the GM- UAW National Agreement. The parties recognize that there may be occasions when an employee may require additional relief on an emergency basis. However, the parties further recognize that emergency relief requests can be abused; and the parties encourage employees to not abuse such requests and to make every effort to service their personal needs during their allotted relief periods.
- I. When an employee transfers to a preferred shift in accordance with the provisions of the Shift Preference Agreement, and thereafter is placed back on their original shift, that employee will be afforded the opportunity, seniority permitting and absent the existence of any open jobs, to displace the lowest seniority employee in their classification rather than being assigned as an extra employee. If the employee is not assigned to an open job and opts to displace the lowest seniority operator, he/she must be capable of performing the available work and must make the decision to displace the lowest seniority employee immediately upon reporting back to his/her original shift. These provisions will also apply in those situations where an employee's job is eliminated. These provisions will not apply in situations of mass movement

resulting from changes in line speed, product or shift addition / deletion.

- J. The local parties recognize that unwarranted absences adversely impact quality, cost and efficiency and in so doing constitute a threat to the job security of all employees; and have a negative impact on employees who attend work regularly. The parties also recognize that sometimes absenteeism is the result of personal or unforeseen problems in an employee's life and that such problems must be addressed in a reasonable and responsible manner.

As such, the local parties encourage employees to attend work regularly, and support the National parties joint efforts to address unwarranted absences.

**Local 2250, UAW**

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**THIRD SHIFT START**

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**MEMORANDUM OF UNDERSTANDING  
THIRD SHIFT (SUNDAY NIGHT) STARTING TIME  
ASSEMBLY PLANT**

This Agreement entered into this ,28th day of October, 2016, between the General Motors Vehicle Manufacturing Wentzville Assembly Center, General Motors LLC herein referred to as Management, and the Shop Committee of Local Union No. 2250, UAW, herein after referred to as the Union.

The purpose of this Understanding is the change “the working week” for all third shift employees and accordingly the rules for computing overtime premium pay for those employees regularly assigned to third shift operations.

The Paragraphs of the “Working Hours” Section of the 2011 2015 UAW-GM National Agreement between General Motors LLC, and the U.A.W. shall apply for these employees except as provided below:

For the purpose of computing overtime pay

(82) Employees will be compensated on the basis of the calendar day (midnight to midnight) on which their shift starts working, for the regular working hours of that shift. The employee's working week shall be a calendar week beginning on Sunday at the regular starting time of the shift to which they are assigned.

1. Employees will be compensated on the basis of the calendar day (midnight to midnight) on which their shift starts working, for the regular working hours of that shift. The third shift employees' working week shall be a calendar week beginning on Sunday at the regular starting time of the activity to which they are assigned.
2. Third shift employees shall be paid straight time:
  - A. For the first forty (40) compensated hours in the employee's working week, less all time for which holiday overtime has been earned.
  - B. Employees who are on an approved and verified leave of absence pursuant to paragraph 109 will receive credit toward the forty (40) hour minimum threshold for overtime premium payment.
3. Third shift employees shall be paid time and one-half:

- A. For time compensated in excess of forty (40) hours in the employee's working week, except if such time is worked on a Saturday or holiday when double time will be paid as provided below:
- 4. Third shift employees shall be paid double time:
    - A. For time compensated during the regular working hours of their shift that starts on a Saturday, and on each holiday specified in Paragraph (203) of the National Agreement, and for time compensated in excess of eight hours on a shift which starts the previous day and runs over into Saturday or holiday specified in Paragraph (203).

The Local parties may, by mutual agreement, waive the provisions of this agreement and reinstate the applicable provisions of the Working Hours Section of the National Agreement during specific periods.

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 that such cancellation, change, or modification becomes effective, give notice in writing of the proposed cancellation, change, or modification. Within ten (10) working days after receipt of notice to modify the Agreement, a conference will be arranged to negotiate the proposal.

This Agreement is subject to written notice of ratification by the Local Union to be given to the Local Management not later than the 29<sup>th</sup> day of October, 2016. After such notice of ratification is received from the Local Union by Management, this Agreement will be effective as provided for herein upon approval of the General Motors Corporation and the International Union, UAW.

**Local 2250, UAW**

Mike Bullock

Dale Averitt

Torkey Graham

Chris Welling

Ernie Pace

Susan Abrams

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**General Motors LLC**

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# **PAINT ANALYST**

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## **MEMORANDUM OF UNDERSTANDING PAINT ANALYST GROUP**

Employees desiring work associated with the Paint Department Analyst Group in Department 15, the Paint Department, may apply for a transfer to this group on forms provided by their Group Leader. Employees should state their qualifications on this form and return the completed form to their Group Leader. The employee and the District Committeeperson will be provided a copy of this application. Paint Analyst eligibility requirements will be mutually agreed to between the parties.

When two (2) or more applicants are capable of performing the work, the most senior employee will be given preference.

Employees transferred to the Paint Analyst Group will maintain their classification and wage rate. In the event it becomes necessary to reduce the Paint Analyst Group, such employees will be reduced from the group based on seniority. Such reduced employee will thereafter be classified based on their previously held classification within their department. Thereafter, such employee's seniority and status will be determined in accordance with the Local Seniority Agreement. The principles set forth in Section III, paragraph B of the Local Seniority Agreement will be utilized to permit employees to return to the Paint Analyst Group in the event of layoff and/or reduction in force from the group.

An applicant transferred as a result of these provisions will not be eligible to apply for or be transferred to another work group, classification or department for a period of six (6) months.

This agreement will not supersede the reduction in force provisions of the Local Seniority Agreement.

### **Eligibility Requirements for Paint Analyst in the Paint Department**

1. Be on the active roll and assigned to the Paint Department.
2. Be a variable operator at the Level Three (3) rate of pay.
3. Have a general knowledge of Paint Department processes/operations.
4. Knowledge of and ability to apply statistical data.

5. Strong writing and oral communications skills (data presentations and reporting).
6. Strong math skills, and ability to apply math concepts (Algebra, statistics, charting, variation).
7. Ability to use computers.
8. Have an understanding of P.A.D.'s.
9. Strong interpersonal skills - ability to interact with hourly, Management, suppliers and engineering groups.
10. Be familiar with engineering change summaries, problem communications and local substitutions.
11. Skills to facilitate meetings.
12. Willingness to travel.
13. Willingness to maintain flexible work schedule.

During the 2015 local negotiations the parties agree to the following initiative pertaining to the Paint Department.

1. The classification of Color Prep and Paint Finesse will be combined.
2. All primary openings in the paint department will be filled first with employees from within the paint department. Upon ratification department 27 Team P will be integrated into department 15.
3. Employees applying for a position of Gun Tech will be required to successfully complete an assessment to be eligible for placement into this group. Employees who successfully pass this assessment will be offered the position in seniority order from our active candidate pool. If the employees does not pass the assessment they will be informed of their areas in need of improvement and will be provided with coaching and learning opportunities which can be completed on their personal time. Employees will be included in the testing pool for retesting upon request.

# **MOU PRODUCTION**

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**Memorandum of Understanding (MOU)**  
**Other Facility Non-Core Maintenance**  
**Filter Changes**  
**(MOU 34)**

**Description:** Filter changes.

**Major:**

- All filter changes. – Filter changes: Process Filter houses, Building air supply houses, Paint oven and Paint booth filters, 'torit' filters.

**Minor:**

- Any actions required to maintain operations.
- Robot central panel filters changes Division 2 & Elpo system filter changes Division I. Paint system liquid filters (Division I).

**Memorandum of Understanding (MOU)**  
**Classification**  
**Weld Cap Change Job Assignment**  
**(MOU 39)**

**Description:** Any certified team members with lock out training can be allowed to change weld caps, etc.

The parties agreed that the job assignment of changing weld caps will no longer fall solely within the scope of work to those employees classified as Skilled Trades. A properly trained division I or division II employee may be allowed to change weld caps.

The training will include, but not limited to, Lock out/Safety Training, basic hand tools and appropriate On-the-Job training.

It is further understood and agreed between the parties that this understanding is entered into good faith and is designed to posture the Wentzville Assembly Center is a favorable competitive position, and such, the parties will mutually work to satisfactorily resolve any problems that may arise.

**Memorandum of Understanding (MOU)**  
**Work Commitment**  
**(MOU 58)**

**Description:** Employee commitment to work overtime with corrective discipline for no show and ability to contract without full utilization obligation if not enough resources come in to work.

As it pertains to work ‘normally and historically’ performed local Skilled Tradespersons:

In those situations where ST employees commit to work and then fail to report to work; that work can be contracted without full utilization obligations.

**Memorandum of Understanding (MOU)**  
**Transfers**  
**Limit/Freeze Manpower**  
**(MOU 63)**

**Description:** Limit/freeze manpower movement during launches, rerates, shift reduction or any other mutually recognized problem period.

The parties recognized the cumbersome tasks associated with employee movement during periods such as those outlined under the provisions of **Document # 70** of the GM-UAW National Agreement, and the negative impact that these movements have on both our employees and overall plant operations.

In that regard, Management will advise the Union when it contemplates suspending provisions under this document and provide written notification to include beginning and ending dates. Following this, any further deviation to the original suspension will be discussed and resolved between the parties. Should the local parties fail to resolve any disputes, Document # 70 of the National Agreement will apply.

**Memorandum of Understanding (MOU)**  
**Absentee Pool**  
**(MOU 64)**

**Description:** Eliminate all Absentee Replacement (AR) Pool Agreements

The parties agreed that agreements and unwritten practices that mandate a specific or average number of AR pools on each shift, department, or team, are cost inefficient.

Therefore, the parties agreed to eliminate all AR percentages and headcount requirements relative to AR pools identified in the local agreement that are not compliant with MOU 64.

Additionally, Management is committed to determine, on an ongoing basis, the requirements for absentee replacements, in line with business objectives.

It is further understood and agreed between the parties that this understanding is entered into good faith and is designed to posture the Wentzville Assembly Center in a favorable competitive position, and such, the parties will mutually work to satisfactorily resolve any problems that may arise.

**Memorandum of Understanding (MOU)**  
**Headcount**  
**Fixed Headcount**  
**(MOU 68)**

**Description:** Eliminate fixed headcount agreements or unwritten practices that require certain manpower inefficiencies.

The parties agreed that fixed headcount agreements or unwritten practices that mandate certain manpower requirements, are inefficient and hurt the competitiveness of the Wentzville Assembly Center.

Therefore, the parties agreed to eliminate all fixed headcount agreements or unwritten practices, except those mandated by health and safety, identified in the local agreement that are not compliant with MOU 68 allowing Management to effectively determine the required number of resources in line with business objectives.

It is further understood and agreed between the parties that this understanding is entered into good faith and is designed to posture the Wentzville Assembly Center in a favorable competitive position, and such, the parties will mutually work to satisfactorily resolve any problems that may arise.

# **SKILLED TRADES**

Red Background

## **MEMORANDUM OF UNDERSTANDING SKILLED TRADES TRANSFER AGREEMENT**

- A. Within Division II, Skilled Trades area and/or department is defined as follows:

Department 30	Tooling
Department 43	Power House
Department 44	Body Shop
Department 45	Paint
Department 46	General Assembly
Department 47	Tractor Repair
Department 49	Stamping

Work Related to process equipment/Skilled Trades function formally performed by Central Shop will now be the responsibility of the independent departments ( 44, 45, 30, 46, 49).

- B. **Transfer Opportunities:** The parties recognize the desires of longer seniority skilled trades employees when making area assignments. To implement this policy, Management will accept applications from employees in line with the following guidelines.

Skilled trades employees will be afforded the opportunity to transfer within their classification between skilled trades areas 30, 40, 44, 45, 46, and 49 when a permanent primary opening is determined to exist and is to be filled from outside the area. The following events shall constitute a primary opening:

1. Retirements
2. Quits
3. Discharges
4. Death
5. Permanent Transfers to Salary
6. New Technology
7. Jointly Appointed position replacements
8. Per diem in excess of 120 days in any calendar year
9. Apprentices who graduate to Journeyman/woman status and employees who achieve E.I.T.S. status

### **Guidelines**

1. Within each department (30, 44, 45, 46 and 49) the department manager, District Committeeperson and Zone Committeeperson will meet and mutually agree on permanent job openings to be filled. Declared permanent openings to the department and shift are to be posted for bid for a period of five (5) working days, during which time applications for transfer will be accepted. Offerings will be filled by those Skilled Trades employees who filed during the posting five (5) day period. Openings to be posted on bulletin boards at Maintenance Areas and made available to District and Zone Committeepersons.
2. If the employee who accepts the transfer is from the same department, but a different shift, as the department where the primary opening exists, then the opening created by that employee transferring will also be considered a primary opening.
3. During the 2015 Local Contract negotiations the parties agree when an employee who transfers under the Skilled Trades Transfer Agreement within the assembly plant, employee will not be considered for additional transfer for a period of six (6) months, when transferring to the Stamping Facility employee will not be considered for additional transfer for a period of one (1) year.
4. In the event that Management and the Union agree to post a job opening, an employee will have five (5) days, during the job posting period, to elect and/or remove a filed application. If the employee fails to remove the application before the end of the job posting period, then that employee will be transferred, no refusal.
5. An employee who accepts a transfer to an opening on another shift, must transfer to that shift to fill the available opening, seniority permitting. Such employee will not be eligible to make application for further shift changes for a period of six (6) months from the date of such change.
6. The above provisions will not be applicable during model build-out or start-up, or periods of acceleration.

7. Any opening that results from a transfer from the Assembly Plant to the Stamping Facility, will constitute an opening for the purpose of applying these provisions.
8. The Parties are jointly committed to review all tooling openings in stamping and assembly to determine if we have viable qualified candidates who meet the organization need that could transfer between stamping and assembly. Criteria to drive the decision will be qualifications and manpower (backfill) availability.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

## STATEMENTS FOR THE MINUTES

**Apprentice – During the 2015 local negotiations the parties had lengthy discussion regarding the Local Union’s desire to indenture apprentices during the life of the 2015 Local Agreement. Following the conclusion of the Local Negotiations, the parties will petition the National Parties to review demographic data for GM Wentzville to determine the appropriate number of apprentices to be allocated to this facility under the provisions of Document #63 of the GM-UAW National Agreement. The Local Parties recognize that the allocation and placement of apprentices is subject to the review and approval of the GM-UAW Skilled Trades and Apprentice Committee in accordance with agreed to understandings, including all applicable provisions of the Document #63 and the Employee Placement Process. The local parties will request that the National Parties place the maximum number of apprentices at our site that they fee are contractually justified.**

**Battery Changing** - To ensure that proper safety precautions are maintained, the task of changing batteries on mobile equipment in the Battery Bay will be performed by employees assigned to Mobile Equipment Repair and the operator of the mobile equipment. These employees will be provided the necessary training in order to safely perform this work. The parties agree that new technology for mobile equipment may introduce new methods and processes. The job task responsibilities of the skilled trades battery bay attendant and the equipment operator are detailed in the Safe Operating Procedure (SOP) on forklift/tugger battery changing.

**Body Shop Air** - Management will continue to PM and maintain the Body Shop Electrostatic Air Houses including the filters. The Air Sampling Plan will continue to monitor air quality.

**Breakdowns** - Skilled trades personnel assigned to an area will respond to any breakdown which has an adverse impact on the safety, quality, or uptime. Each skilled tradesperson, regardless of classification or individual job assignment, has a responsibility to assure that such impacts are minimized. To accomplish this end, skilled trades people who are assigned to

the area in such instances will respond to the breakdown and start to return equipment to operating condition. If the proper trades for this work task are not among the trades people who respond, then Management or the trades people who do respond, will call the proper trades to the area immediately upon making this determination. Upon the proper trades people arrival, he/she will assume the breakdown task. After the equipment is back to operating condition, other skilled trades assignments will be made to permanently repair, if necessary, the equipment consistent with the published skilled trades job descriptions lines of demarcation. The pushing of vehicles, carriers, parts, etc., in conjunction with breakdowns is work which is properly assigned to the Millwright classification.

**Capping** - All skilled trades personnel assigned to an area will share in performing required capping duties.

**Carriers and Fixtures** - The work pertaining to carriers and fixtures described in the skilled trades job descriptions/ lines of demarcation will not preclude similar work from being assigned to other skilled trades or non-skilled employees such as Mast Jacket Paint Hooks and CarTrac Pallets.

**Central Shop** - If it becomes necessary to reassign Central Shop manpower either temporarily or permanently, Management will review in advance the planned moves with the appropriate Union representative. Building and Facility Maintenance (i.e. building lighting, drinking fountains) is the primary responsibility of Worldwide Facilities Group and is performed by the appropriate trades as outlined in the skilled trades job descriptions section of the 1999 Local Agreement. Any additional issues that arise will be mutually discussed and resolved between the parties.

**Cleanup** - Settled on the basis that the cleanup of scrap, etc., generated by skilled trades employees in the performance of their jobs, is work which is normally performed by skilled trades employees as an incidental part of their overall assignment. When it is anticipated that there will be large amounts of this debris to be cleared from the area or disposed of, Management will assign such work to the 3<sup>rd</sup> Party (Housekeeping). Scrapping in the Maintenance back yard and

"bone" yards, excluding production material, will be performed by the skilled trades Millwright classification.

**Code Books** – During the 2015 local negotiations the parties agreed under the current conditions the availability of the NEC reference information on line for use by electricians will be an acceptable alternative to providing hardcover books.

**Coveralls** - It is mutually agreed that laundered coveralls will be provided for those skilled trades maintenance employees who elect to receive that form of protective clothing. The coveralls will be cleaned at the Company's expense and exchanged on a one for one basis. Each employee will be permitted to make a "one time" choice at a specified time period which will be binding on that individual for the life of this agreement, as to whether he/she wishes to continue in the present uniform replacement program or select laundered coveralls.

**Disputes Between Trades** - The parties agree that, once each quarter, Management and Union Skilled Trades Leadership, will meet with a mutually agreed to representative of each affected trade to listen to concerns of the trades pertaining to work assignments. It is understood these concerns should not impact incidental work or innovative job assignments as provided for in the National Agreement.

**IT** - The delivery and installation of IT hardware equipment on the plant floor, including all deliveries to the Mezzanine, which is directly associated with the production manufacturing process, i.e., communication hubs, floor terminals, floor printers and all scanners will be performed by the skilled trades "Electrician" classification. This also includes all computer terminals that are in use in plant floor offices. All IT computer room, administrative and mezzanine office computer systems remain the responsibility of IT in keeping with the negotiated Document # 113 agreement between the International Union and the Corporation. The transporting of computers and computer components between the IT computer room and the designated storage area is the responsibility of IT. When IT personnel are to come out and perform work on the plant floor, the skilled trades area Group Leader should be made aware of his/her presence and scope of work which is to be performed.

The Group Leader will make the determination whether or not an Electrician should be assigned with the IT personnel.

**Fire Equipment** - The minor maintenance of Fire Protection Systems is work properly performed by the skilled trades Pipefitter and Electrician classifications in conjunction with Plant Security when necessary. It will be the responsibility of the Plant Security /Safety Personnel to certify completion of the above tasks.

**Floors** - Regular scheduled aisle inspections will be established as Maximo work orders by Department. Aisles will be re-stripped when required.

**HVAC** - HVAC Equipment - Management will make assignments regarding the HVAC equipment consistent with the published skilled trades job descriptions/lines of demarcation. Training will be provided for the appropriate trades. Specific areas of complaint which are brought to Management's attention will be resolved by the parties.

**Lighting, Central Shop** - Existing High Pressure Sodium lighting fixtures are the most efficient type of lighting will remain in use. Specific task lighting needs identified and will be properly handled with appropriate lighting on an individual basis.

**Loan Out Procedure** - Loaning out skilled trades employees: Management stated that in situations where time permitted and the appropriate employee was available for assignment, and capable of performing the work, the senior volunteer will be loaned out including weekend work. Management further stated that it will loan out the low seniority employee in the team and affected trade provided Management determines: Loaning out skilled trades Team Members: Management stated that in situations where time permitted and the appropriate Team Member was available for assignment, and capable of performing the required work, the senior volunteer will be loaned out Management further stated that it will loan out the low seniority Team Member in the team and affected trade provided Management determines: 1. That Team Member possesses the necessary skills and know how to satisfactorily perform the required work. 2. The services of that Team Member are not required on the Team Member's then current assignment.

**Mobile Equipment Repair** - It is agreed that when mobile equipment is serviced for a PM or CM, a task line item will be added to the "work order" for the Tractor Repair Mechanic to evaluate the need for washing. The incidental cleaning will continue to be performed by the operator. Management will continue its current practice regarding the scheduling of Department 47 tractor repairmen impacted by Stamping Facility mobile equipment.

**Monitoring Radios** - Skilled trades employees who are instructed by Management to either work their regular lunch period or to monitor their two-way radio during their regular lunch period will be paid in accordance with the provisions of the Working Hours Section of the National Agreement or will be given a lunch period at the employee's option.

**Parking Lots/Roads** - Management will continue its current practice relative to regular inspections of parking lots and plant roads; minor temporary repairs using cold patch or gravel will be assigned to the appropriate classification.

**Parts/Materials Team** - Management will have skilled trades participation including Team Leaders and CAC's in planning, scheduling, and procurement of necessary equipment and material in line with joint ONPM Objectives. Any additional issues that arise will be discussed and resolved between the parties.

**Phosphate Boil Outs** - The present practice of having skilled tradesmen available during phosphate boil out will be continued.

**Powerhouse Housekeeping** - The Powerhouse housekeeping duties are covered by 3rd (Housekeeping) personnel as part of a regular daily schedule. Future problems which may arise, concerning housekeeping in the Powerhouse, will be discussed between the parties.

**Production Support** - When specific production areas (e.g., Service Parts being built) are operating, an appropriate number of skilled trades representing the appropriate classifications from the normal skilled trades team will be available to support production and may be assigned additional tasks.

**Protective Clothing** - Skilled trades are currently offered a choice of heavier cotton coveralls in lieu of uniforms as per the current contract.

**QNPM** - Management will abide by the intent of the Joint QNPM Objectives and all task assignments will be consistent with agreed upon local practices.

**Radios** – Based upon current conditions management will provide disinfectant cleaner to tradespeople sharing radios if they request. The sharing of equipment is a reasonable expectation of employees performing their assignment.

**Relief Breaks** - Management will continue its present practice of providing relief to skilled trades employees.

**Safety Issues** - It is not Management's policy to assign employees to work under conditions which are injurious to the health and safety of the employee. Employee complaints will be handled on an individual basis when brought to Management's attention and where corrections are necessary, such corrections will be made as promptly as possible. This policy has the full support of the entire Management organization.

**Shift Preference** - During these negotiations, the parties discussed several concerns with skilled trades shift preference. It was agreed that when shift preference requests necessitate movement of personnel in line with the local agreement, Management will in advance review and discuss with the Skilled Trades Union representatives the job assignment.

**Signs** - Signs and banners produced using the existing equipment will continue to be the responsibility of the Painter Classification. Autocad training will be provided to the appropriate painters assigned to the sign shop. This does not preclude paper signs from being created by other methods.

**Staggered Starts** - Under current operating conditions, in those departments where there are staggered starting times in the same work group and classification, older seniority employees in that work group and classification, who can do the work and who indicate a desire for a different starting time, will be given preference. In situations where a staggered starting time is more than one (1) hour earlier or later than the normal start time for that classification, seniority employees,

plant wide on that shift, will be given preference. The parties additionally recognize that certain start times (Monday morning start-up, training) would be excluded from this understanding. Employees who are placed on a preferred starting time at their request, will not be eligible for further consideration for a six (6) month period, unless they are reassigned back to their previous starting time by Management prior to the expiration of the six (6) month period. "Department" in Division II is defined as follows: Department 30: Tooling; Department 40: Central Shop; Department 43: Power House; Department 44: Body Shop; Department 45: Paint; Department 46: General Assembly; Department 47: Tractor Repair.

**Support, Shutdowns** - Management will continue to evaluate the need for skilled trades' support during shutdown periods. On those occasions when skilled trades employees are not scheduled to work and an emergency situation arises requiring their services as determined by Management, skilled trades employees in the appropriate trade will be contacted and offered the work.

**Support Production** - When specific production area equipment (e.g. Service Parts, Final Process, Glass Cell, Paint Spray Booth, etc.) is operating, an appropriate number of skilled trades representing the appropriate classification from the normal skilled trades teams will be available to support production and may be assigned additional tasks.

**Support Team** - Management will continue to use the Launch Team approach to involving skilled trades with new equipment and processes in line with the QNPM Joint Objectives. This will include any prototype and new equipment development.

**Toolmakers** - Management will designate the appropriate number of skilled trades "Toolmakers" whose primary responsibility will be to perform associated Toolmaker work in the General Assembly area when the work load in that area dictates a need.

**Tools** Under the current conditions, Management will provide access to the required every day used tools for employees to complete their assignments. Under the current conditions Management will provide the appropriate specialty tools for

group usage, which are needed by our trades employees to perform their job assignments. Under the current conditions Management will provide the appropriate individual tools, which are needed by our trades employees to perform their job assignments.

**Technical Training** - Due to the complexity of the equipment in Wentzville Assembly Center, Management will provide training for the Skilled Trades workforce which will improve the quality and efficiency of the operations. This training will be provided as required for each tradesman within the scope of their responsibilities. This does not exclude any tradesman from attending technical training for the purpose of self-improvement. It is understood that attendance at these self-improvement training sessions will be on the employee's own time provided class space is available and his attendance at class will not impact the efficiency of operations. The parties mutually agree to utilize the Technical Training Steering Committee to plan and implement required technical training with input from UAW Technical Training Coordinator, Maintenance Shift Leaders and Skilled Trades Committeepersons. The committee will meet on a regular basis to ensure the training needs are property addressed.

**Training by Vendors** - Training by vendor representatives is currently provided to the appropriate personnel on an as needed basis. It is Management's intent to continue to maintain a high skill level in our skilled trades workforce. Specific requests for additional job related training can be addressed through the joint Union-Management Technical Training Coordinators. During the 2015 local negotiations the parties discussed issues concerning the training of our Journeymen, JIT's, JIT's in retraining. Based upon these discussions the parties agree that when a vendor is brought in for technical training, the parties mutually agree on when a journeyman is to be trained as a subject matter expert. This can be a coach/trainer to our trades as needs arise.

**Training Manuals** – During the 2015 local negotiations the parties agree to furnish union two copies of each of the active training manuals that are provided to skilled trades employees. Manuals may be hard or electronic copies.

**Wash-up Facilities** - Wash-up facilities for skilled trades will be provided in all maintenance shop areas. Locations will be reviewed and mutually agreed to with each maintenance area, and other plant areas as the need arises.

**Weld Lab** - The appropriate number of weld lab positions on the appropriate shifts will be staffed to support the manufacturing operations.

**Wireless Devices** - The addition of wireless communication technology into the manufacturing process has introduced multiple wireless applications. This system is an extension of the plant wide communication infrastructure and applications will increase with the addition of wireless devices (e.g. RF receivers, RF senders, testers, P.C., PDA etc.). The operation of the system as part of the infrastructure system is currently the responsibility of IT and as such requires monitoring and signal testing on an ongoing basis to ensure proper operation and uptime. It is understood that the installation, repair, and servicing when problems are identified on the plant floor is work assigned to the Electrician classification. Any issues that arise relative to the assignment of this work will be discussed and resolved between the parties. Employees will be provided the appropriate training for RF systems.

**Working Alone** - When job assignments dictate the necessity of assigning two employees to a job in order to perform it safely, such assignments will be made accordingly. Issues that arise will be deferred to the Safety Department. No skilled tradesman will work on any electrical equipment, moving machinery or under any other conditions that are hazardous, without taking appropriate safety measures.

**Work Assignments** - Management assures the Union that it recognizes that work assignments across trades lines to the extent that they dilute the integrity of the base trades are not a desirable practice. Work rules and practices necessary to insure the safety of employees, the integrity of the basic trades and the efficiency of operations in today's competitive environment will be maintained. However, incidental overlapping and other minor access type work will exist within the skilled trades structure. Skilled trades assignments will be administered in accordance with the provisions of the National Agreement.

The parties agreed that when realigning skilled trades between teams within a department, Management will base their decision on utilizing the highest seniority volunteer, and also consideration of special circumstances before such assignments are made. Under present operating conditions, schedule skilled trades manpower reassignments will result in appropriate numbers of skilled trades.

**WENTZVILLE ASSEMBLY CENTER  
JOINT STATEMENT OF POLICY  
REGARDING SKILLED TRADES  
JOB DESCRIPTION / LINES OF DEMARCATION  
AND JOB ASSIGNMENTS**

During the 2007 and 2009 National Negotiations, the Corporation and the International Union UAW discussed at length the necessity for the Corporation to become competitive in all aspects of the business. Among the issues discussed were the existing skilled trades classification structure, work rules, and past practices. From those discussions, the national parties directed the Management and Local Unions to begin full implementation of the following National Agreement Skilled Trades Documentation: 112, 157, 158, 159, and 160.

The local parties mutually agreed to publish the following descriptions with the understanding that they are not meant to preclude tradesmen from working together as they historically have at this location and to perform incidental, overlapping and other minor access type work. The Lines of Demarcation and Job Assignment descriptions below will continue to be the guidelines used as the National Agreement documents listed above are implemented locally and as employees demonstrate proficiency at performing the task(s) as identified on the training versatile charts.

The parties also agreed during these negotiations that this plant is critical to the future of General Motors and to the job security of its employees. The allocation of the new van to Wentzville and the higher level of automation and sophistication of equipment will require even greater levels of training, increase of skill levels, and greater cooperation between trades people and Union and Management.

**TOOLMAKER**

Builds, remodels, installs, relocates, removes and maintains all types of tools, dies, jigs, fixtures and gauges. Uses various types of material, metal, alloys, plastic, lays out work from blueprints or drawings. Makes templates, sketches and determines the work process. Performs all types of fittings, assembly and inspection to required tolerances. Uses hand tools and precision measuring instruments and equipment and performs necessary cutting and welding to complete their

work. Required to operate all machine tool equipment common to tool rooms and maintain this equipment. Perform their own heat treating processes, hardening, tempering, drawing, normalizing, carbonizing, case hardening, cyaniding, of various metals and alloys by controlled heating and cooling to obtain physical characteristics. Toolmakers will use various types of heat treat furnaces and hardness testing equipment. Involved in dimensional quality of the finished product and maintain dimensional control of all sheet metal weld sub-assemblies and welding systems in the Body Shop through the use of prescribed checking fixtures, CIMMS fixture and layout equipment.

Maintains all tools and fixtures throughout the plant including dies, cutters, punches, locators, etc. Must have knowledge of process equipment operation, process sequence and controls. Toolmakers will trouble shoot all process equipment including the use of all available diagnostic aids. Must be able to read and work from blueprints and diagrams and make sketches to work from.

### **ELECTRICIAN**

Installation, removal and maintenance of electrical and electronic equipment and machinery such as hooking up and disconnecting motors, electrical panels, electric brakes, transformers, programmable controllers and welding equipment. Installation, maintenance and removal of electrical service from building power to equipment control centers. Installation, maintenance and removal of electrical signal systems, conduits, light fixtures, lighting tracks, wire ducts, electrical fire alarms and battery charges. Installation, maintenance and repair of emergency lighting systems, performs incidental cutting and welding. Required to have general experience on all types of electrical apparatus in the plant. Must have knowledge of process equipment operation, process sequence and controls. Electricians will trouble shoot all process equipment including the use of all available diagnostic aids. Must have working knowledge of national electrical code as it relates to industrial application. Must be able to read and work from blueprints and circuit diagrams and make sketches to work from. Must be able to use electrical

testing and precision instruments applying to the occupation and make written reports and analyses pertaining to this work.

### **MILLWRIGHT**

Fabrication, installation, relocation or removal of plant equipment and machinery including leveling and anchoring in place such as conveyors, supports, steel beams, ovens, washers, blowers, paint booths steel ladders, fans, bridges, tool rails, bridgerails and monorails. Installation and alteration of structural building steel work. Performs cutting and welding on plant equipment, machinery as listed above and required critical structural steel welding to complete their work. Installation and repair of overhead doors, gates, fences handrails, metal steps and metal platforms. Installation, relocation and removal of portable offices or trailers. Moves equipment by means of shop trucks, tractors, cranes, chain falls and rigging associated with their work. May erect scaffolding. May install concrete foundations for machines. Must have knowledge of Process Equipment Operations, Process Sequence and Controls. Millwrights will troubleshoot all Process Equipment, including the use of all available diagnostic aids. Required to read and work from blueprints, diagrams and make sketches to work from.

### **PIPEFITTER**

Plans, lays out, fabricates, constructs, rigs, installs, repairs and maintains all high and low pressure piping systems, equipment and fittings including steam, hot water, heating, water, air and solvents, natural gas systems, vacuum, cooling water, petroleum fluids, including gasoline, oil, transmission fluid, brake fluid, grease lines, hydraulic systems and fire sprinkler systems (wet and dry) and selects proper material for each system. Applicable lines to be maintained throughout the plant. Also plans, lays out, fabricates, constructs and maintains piping system for process waste, sanitary and storm sewers and related fixtures. Performs necessary cutting and welding to complete their work. Installs, relocates, removes and repairs equipment such as pumps, regulators, F.R.L.'s, pressure relief valves, accumulators, air motors, pneumatic and air logic circuitry, heat exchangers, manifolds, etc. connected with the above systems. Must have knowledge of Process Equipment Operation, Process Sequence and Controls. Pipefitters will

troubleshoot all Process Equipment including the use of all available diagnostic aids. Must be able to read and work from blueprints and diagrams and make sketches to work from.

### **MOBILE EQUIPMENT REPAIR**

Perform all work related to the repair and maintenance of all Mobile Equipment, electric and gasoline vehicles. Repair and maintain the AGVS vehicles, system and controls used for material handling. Perform all Preventative Maintenance on all Mobile Equipment, Stationary Equipment, which is understood that the work will include the changing of all oil, spark plugs, points and all necessary filters and minor adjustments. Repair all pumps, motors, engines, compressors, cylinders, hoses, wiring, body repair on all mobile equipment. Change, maintain and perform preventative maintenance on all batteries pertaining to mobile equipment. Performs necessary cutting and welding to complete their work. Must be able to read and work from blueprints, diagrams and make sketches to work from.

### **CARPENTER**

Fabricates, cuts, nails, screws, or hangs any type of wood structure, excluding prevision tooling fixtures using hardwood. Installs and removes prefabricated office partitions, drywall, wood, metal studs and office dividers for offices and group centers. Installs and removes lavatory accessories for towels, soap, toilet paper and prefabricated partitions. Installs, removes and repairs pedestrian doors, jams, locks, hinges, knobs, closures. Installs, removes and repairs wood, fiberglass, wood type material, on overhead doors and hardware, also window jams in offices, group centers and outside of building. Installs soundproofing and caulking pertaining to carpenter work. Constructs and packs wood crates. Installs and repairs suspended ceiling, floor tile, carpet, wood type materials, concrete and dry wall. May make wood parts on usual wood working machines and may finish or repair furniture. Must be able to read and work from blueprints and diagrams and make sketches to work from.

## **PAINTER/GLAZIER**

Prepares and paints (rough and finish) the surfaces of building structures, machines, plant or office equipment, removing old surfaces, scraping, filling of cracks and holes, sandpaper's, applies sealers. Mixes paints and matches colors. Uses various types of interior and exterior materials, including stains, lacquer, enamels, oil varnish. Lay-out and painting connected with paint striping in plant and parking lots or plastic/vinyl tape pertaining to aisle marking. Cover and mast in area or surfaces for maintenance painting. Applies vinyl, paper and other coated fabrics to walls. Cuts, installs and glazes glass or synthetic materiel pertaining to windows. Tapes seams of drywall and prepare surfaces for finishing. Generally, uses brushes, rollers, spray equipment. Works from ladders, scaffolds, swing stages and mobile units. May refinish office furniture and prepare signs. Required to work from blueprints, diagrams and make sketches to work from.

## **STATIONARY ENGINEER POWERHOUSE**

Operates and checks performance and is responsible for the operation of high pressure boilers and/or large steam engines, air compressors, turbines, (except generating turbines) ventilating equipment, refrigeration and air conditioning equipment, heat exchangers, water softeners, condensers, evaporators, and/or related equipment found in an industrial powerhouse or substations. Uses various measuring instruments, test boiler feed water, keeps logs and operating records and understands handbook formulas. Observes and records reading of meters and gauges. Maintains and repairs powerhouse equipment and facilities including boilers, steam and condensate piping system, coal handling system, water treatment system, and storm water system involved in process fluids system in tank farm. Performs necessary cutting and welding to complete their work. Has sufficient knowledge to obtain the necessary license in communities where they are required by law. Required to work from blueprints, diagrams and make sketches to work from.

## **TINSMITH**

Plans, lays out, fabricates, installs, alters and repairs sheetmetal structure and devices utilizing sheetmetal lighter than 10 gauge in thickness such as air ducts, exhaust hoods and

stacks, shields and silhouettes, machinery drip pans, bins, hoppers utilizing normal metal working equipment and other tools and equipment as may be required. Performs necessary cutting and welding to complete their work. Must be able to read and work from blueprints and diagrams and make sketches to work from.

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## ASSIGNMENT OF WORK

During the discussion of mutual concerns on assignment of work, it was pointed out that several specific areas not previously addressed by the descriptions needed to be clarified in an effort to relieve problems of an ongoing nature. These issues are resolved on the basis of the following:

**A/C Cage** - Management will make assignments regarding the HVAC equipment consistent with the published skilled trades job descriptions/lines of demarcation. Specific areas of complaint which are brought to Management's attention will be resolved by the parties.

**Actuating Devices** - The maintenance and repair of all ball screw actuating devices is work properly assigned to skilled trades Millwright classification except the door flange hemmers actuators which is work assigned to skilled trades Toolmaker classification.

**Air & Hydraulic Cylinders** - The installation, repair and removal of air and hydraulic cylinders is work properly assigned to the skilled trades pipefitter classification.

**Air Logic** - Air logic responsibilities associated with articulating arms is primarily assigned to the skilled trades Pipefitter classification. This is not to interfere with the current assignment of duties within the skilled trades Toolmaker classification.

**A.M.S. Carriers** - All mechanical repairs and maintenance associated with AMS conveyor carriers is the responsibility of skilled trades Millwright classification. All electrical repairs and maintenance associated with AMS conveyor carriers is the responsibility of skilled trades Electrician classification. Precision locators and details touching the body metal for body build is work performed by the skilled trades Toolmaker classification. In some instances, a composite crew comprised of the above skilled classification is required to service the carriers.

**Articulating Arms** - The skilled trades Toolmaker classification is responsible for the removal, installation and maintenance of the arm up to the coupling plate. The skilled trades Millwright classification is responsible for the mounting of the bridge to the KBK rail. Air logic responsibilities associated with articulating arms are assigned to the skilled trades Pipefitter classification. The installation and removal of articulating arms which requires specialized rigging or use of heavy equipment will be performed by the skilled trades Millwright classification.

**A.S.H. Linkages** - The adjustment, repair or replacement of oven burner linkage and clam shell linkage on air supply house motors is primarily assigned to the skilled trades Pipefitter classification. This is not to interfere with the current assignment of the skilled trades Electrician classification to responsibilities associated with the oven burner linkage or the skilled trades Millwright classification to responsibilities associated with the clam shell linkage.

**Auto Flush Valves** - In the Wentzville Truck Assembly Center, the installation, removal and maintenance, including replacement of batteries of auto flush valves on urinals and toilets, is work properly assigned to the skilled trades "Pipefitter" classification.

**Back Hoe Work** - It is understood that using a back hoe in completing job assignments within the respective trades is not exclusively assignable to one skilled trades classification. A tradesperson will be provided who has been trained and is qualified and capable of operating the equipment in a safe manner. Additionally, Management will endeavor to schedule the work requiring use of a back hoe to accommodate the availability of manpower in the respective trades.

**Banding** - Each skilled classification is responsible for the "banding" of material and equipment associated with the respective trade. This is not to interfere with the current assignment of duties within the Carpenter classification.

**Bell Machines** - The installation and removal of Paint Department side bell machines on trolleys is work properly assigned to the skilled trades Millwright classification. It is

further understood that the appropriate "base" trade will assist in this work as required.

**Body Frames, Overhead Transfers, etc.** - All mechanical maintenance of body frames (e.g. Valiant), overhead transfers (e.g. ISI Robotics) and feed-up/accumulation conveyors (e.g. Sys-T-Mation) is work properly assigned to the skilled trades Millwright classification. It is understood that this excludes precision locators, precision stops and details that position parts which is work properly assigned to skilled trades Toolmaker classification.

**Booths, Installation, etc.** - The installation, removal and relocation of booths is the responsibility of a composite crew of the Millwright and Tinner classification. It is further understood that the appropriate "base" trade will assist in this work as required.

**Bradley Soap Dispensers** - The attachment or installation of soap dispensers on "Bradley" basins will be performed by the skilled trades Pipefitter classification.

**Breakdowns** - In line with Wentzville past practice, skilled tradesmen respond to breakdown situations and take action to quickly return production to operating condition including pushing of vehicles, carriers, parts, etc. Upon proper tradesman arrival, this work is properly assigned to the millwright classification.

**Bumper Carriers** - The fabrication of the frame work of bumper carriers will be the responsibility of the Millwright classification. The fabrication and installation of the locators and details on these carriers will be the work of the Toolmaker classification.

**Checking Assemblies** - The use of checking fixtures to check the dimensional control capabilities of sub-assembly fixtures is work primarily performed by the Skilled Trades Toolmaker classification.

**Checking Fixtures** - The use of checking fixtures to correct the build of the product, as outlined in the Toolmaker job description, is properly assigned to the Toolmaker

classification. This does not preclude the use of checking fixtures to correct the build of the product by other Skilled Trades personnel in the performance of their work. The use of checking fixtures to monitor the process of the product or incoming parts is the responsibility of Division I employees.

**Cooling Tubes** - It is the responsibility of the Electrician and/or Pipefitter classifications to perform the required duties associated with changing cooling tubes in weld guns.

**Copper Backups** - The fabrication, rework or major dressing of all copper backups is work normally performed by the skilled trades "Toolmaker" classification. When using copper as a ground, the work involved is primarily assigned to the skilled trades Electrician classification. This is not to interfere with current job responsibilities being performed by other skilled classifications.

**Couplings** - The repair installation and alignment of couplings is primarily assigned to the skilled trades Millwright classification. Each skilled classification is responsible for the removal and re-installation of couplings associated with the work being performed within their respective trade.

**Data Mytes** - The use of Data Mytes for the purpose of the dimensional control checks outlined in the Toolmaker job description is properly assigned to the Toolmaker classification. The parties further agree that this does not preclude the use of Data Mytes by other personnel in the performance of their work.

**De-Slagging** - TMs are responsible for the deslagging and cleaning of the tool trays in the Body Shop, including the use of the CO2 machine. 3<sup>rd</sup> Party is responsible for the rest of the cell and floor to clean. When a composite crew is working in the same cell with the CO2 machine, all employees will be rotated through the hose handler and ice man assignments. The cleaning work itself is not interchangeable.

**Details/Locators** - The fabrication and installation of details/locators that control the dimensional integrity of the product is work of the Toolmaker classification. Fabrication of

construction aids that include locators/details is the responsibility of all trades in the performance of their work.

**Door Carriers** - The installation or removal of door carriers, including the repair of cam rollers/followers, will be assigned to the Millwright Classification.

**Door Work** - Carpenters are responsible for pedestrian doors, installation, removal, repair. Tinnners will be responsible for metal pedestrian door skin repair and welding. If door removal is required for this type of repair, Carpenters will remove the door and bring it to the shop for the Tinnners.

**Drip Pans** - The installation and removal of drip pans on conveyors is work within the skilled trades Millwright classification.

**Electric Motors** - The hauling of electric motors to and from the installation site is work assigned to skilled trades Electrician classification.

**Electronic Boards** - Management will exercise sound business judgment in making decisions regarding the repair of all electronic boards. Board level component repair work is properly assigned to the Electrician classification.

ESWP – Based upon discussions between the parties during the 2015 negotiations, it is agreed upon that all employees required to wear ESWP clothing will have the opportunity to select new light weight uniforms in lieu of our current option. The employees will be issued 6 sets of pants and shirts, along with 2 pair of light weight coveralls. The employees will be required to laundry their own uniforms. A total of 3 sets of washer and dryers will be provided and maintained within mutually agreed upon locations within the plant. Uniforms will be replaced on an as needed basis.

**Fixture Certification** - The certification of checking fixtures is assigned to the skilled trades Toolmaker classification subject to the applicable provisions of the GM-UAW National Agreement.

**Floor Striping** - Tape - In circumstances where aligning floor markings or striping is required, such as aisles or sectioning

for safety areas, the work will be performed by the Division II Painter classification. Routine floor marking with tape to designate racks or work area layouts is assigned to Division I employees. The application and removal of anti-skid tape will be performed by the skilled trades Painter classification.

**Fluid Filter Changes** - The changing of liquid fluid filters is primarily assigned to the skilled trades Pipefitter classification. However, this is not to interfere with that filter changing which is the responsibility of Division I employees. In addition, the parties will meet to identify additional equipment which involves fluid filter changing to determine whether these responsibilities will be assigned to Division I or Division II employees. This decision will be based upon the filter which is being considered and the expertise required in changing the filter. Division I employees will continue to change the same type of filter as they have been responsible for in the past.

**Flushing/Purging Pipes** - The flushing and purging of pipes is work performed by the skilled trades Pipefitter classification. This is not to interfere with the current job assignments of Division I employees.

**Gun Boots/Holsters** - The installation of gun boots/holsters to conveyor trolleys is work performed by the Millwright classification and all others is work performed by the Pipefitter classification.

**Hangers, Hooks, Carriers, Skids and Fixtures** - The placement and removal of carriers and fixtures on to or off of conveyor chains is the work of the Millwright classification. The removal of empty skids for the purpose of adjusting or modifying tooling which affects the dimensional accuracy of the body and subsequent replacement will be performed by the skilled trades Toolmaker classification. Also, the removal of loaded skids for the purpose of "CIMMS" checks will be performed by the skilled trades Toolmaker classification. The installation, repair and maintenance of hooks and hangers necessary for the conveyance of materials, bodies or parts, while on a conveyor is work performed by the Millwright classification. The fabrication, placement and repair of hooks

and hangers that impact dimensional accuracy of the body or positioning parts/components in a set orientation(s) to allow operations to be done, is work performed by the Toolmaker classification.

**KBK Rail** - The fabrication, installation, removal and relocation of the support frame work and KBK rail, when used as bridges, tool rails, bridgerails and monorails, will be the work falling under the Millwright Classification.

**Loading/Unloading** - Normal maintenance material that is received at the receiving docks will be processed and placed in a designated staging area. Appropriate maintenance personnel will be notified and the items will be picked up by maintenance personnel. Any changes to this procedure due to the indirect material process will be discussed between the parties. The loading and unloading of maintenance material and equipment in the maintenance back yard is work which is normally performed by the skilled trades Millwright classification. Job site delivery is normally performed by the skilled trade utilizing the material or equipment.

**Lock Smith** - Locksmith work performed in the plant, with the exception of cutting and replacement of keys, is assigned to the skilled trades Carpenter classification. Plant Security will accompany the Skilled Tradesman in changing of the cores.

**Lubrication Systems** - The skilled trades Pipefitter classification will install, fill and repair all automatic lubricating systems. This is not to interfere with other trade job responsibilities.

**Material Racks** - The repair or modification of material racks fabricated and used internally at the Wentzville Truck Assembly Center is properly assigned to the skilled trades "Millwright" classification at that facility. Under the current conditions the repair or modification of material racks fabricated and used internally at the Wentzville Stamping Facility is properly assigned to the skilled trades 'machine repair' classification at that facility. This reassignment does not impact or modify the 5.25.11 MOU Wentzville Assembly Shelf Agreement pertaining to Rack Repair.

**Metal Equipment** - The assembly of metal shelving, lockers, work benches and metal cabinets is work performed by the skilled trades Millwright classification. The assembly of metal desks, chairs and furniture is assigned to the skilled trades Carpenter classification.

**Mobile Equipment Racks** - The fabrication and installation of customized tool or equipment racks on flatbed mobile equipment, will be performed by the skilled trades Millwright classification.

**Mobile Equipment Repair** - The fabrication, repair and modification of "Lubbock" trailers is assigned to the skilled trades Millwright classification. Running gear on the "Lubbock" trailers is the responsibility of the skilled trades "Mobile Equipment Repair" classification.

**Motors With Rigging** - The primary responsibility of removing and installing motors of 5 hp and above where rigging, hoisting or use of specialized equipment may be required is that of the skilled trades Millwright classification.

**Moving of Plant Equipment Using Rigging** - The primary responsibility of rigging, hoisting and moving large items through the use of cranes and/or heavy equipment is that of the skilled trades Millwright classification. This is to include large machinery and Body Shop sub-assembly fixtures that would require this expertise. Routine rigging, removal and installation of equipment associated with other trades using but not limited to slings, fork trucks, chain falls, come-a-longs or fork booms is to be performed by the appropriate skilled classification. Where disputes arise regarding such assignments, they will be resolved between the parties.

**Perceptron** - Resolved on the basis that the installation of Perceptron be broken down as follows: The precision mounts and hanging of cameras be performed by the Toolmaker classification. The wiring to be performed by the Electrician classification.

**PLC'S** - The editing and programming of or loading of data (ladder logic) into PLC's, as presently performed, is work falling within the skilled trades Electrician classification. It is

understood that this type of work may require the assistance of Engineering personnel in an Group Leader capacity. This does not preclude or prevent the design or modification of programs by Engineering personnel. It is understood that the majority of this work will not be performed on the plant floor. However, on occasions when this work is required to be performed on the plant floor, the Engineering personnel may access the PLC in conjunction with the skilled trades Electrician for necessary demonstration and training purposes.

**Pneumatic Motors** - The repair and refurbishment of pneumatic motors (e.g. drill motors, hoist motors) is work properly assigned to Fastech. The removal and installation of pneumatic motors is work properly assigned in line with current Job Description/Lines of Demarcation.

**Preventative Maintenance** - Mobile Equipment, Railroad Switching devices, Cranes, and Hoists, Perimeter Doors, Air Supply Houses, and Lights - Roof & Air Supply Houses, Backflow - A comprehensive preventative maintenance program will be instituted in the above areas where one is not currently in place.

**Pumps** - Permanent pump installation, repair and removal will be assigned to the skilled trades Pipefitter classification. This is not to interfere with current job responsibilities being performed by other skilled classifications.

**Replacements** - The work content of a work group (team) will be used as a basis for determining which trades are to be represented within that work group (team).

**Robot Bases** - When the fabrication of robot bases is necessary (the base plate that the robot mounts to) is work falling within the Toolmaker classification. When a pedestal is to be made, Millwrights will fabricate these pedestals using the base plate provided. The installation of either of these bases or pedestals is work falling within the millwright classification.

**Robot Installation/Removal** - Installation, removal, mounting and anchoring of all robots, including internal and external repairs will be the responsibility of the Millwright classification.

**Robot Programming** - The programming of all robots, other than paint application robots, is resolved on the basis of the following: For all new robot installations, including the replacement of existing robots, and all robot relocation's, the initial programming of the new robot paths will be the responsibility of the Electrician classification. Training will be provided as required to employees who are assigned to the teams who service the robot. For all other situations, robot touch up, such as path and spot location modifications, fault resetting, speed and movement changes and timing will be the responsibility of the trades that normally service this equipment. Training will be provided as required to employees who are assigned to the teams who service the robot. Any changes in future robot programming technology will be resolved between the parties. Increased hands-on technical training will be provided to ensure that the trades who service the area are trained in robot programming.

**Robot Repair Area** - Management will provide an appropriate on-site facility for the repairing and testing of robotic components by plant tradesman.

**Safety Cables** - Installation, removal, inspection and maintenance of safety cables is primarily the responsibility of the Millwright classification. In addition it is recognized that certain tooling and articulating assist arms that require safety cabling joint to joint is the responsibility of the Toolmaker classification, with the exception of the base joint which remains with the Millwright classification.

**Sealer Equipment** - The changing of sealer barrels and adhesive drums will be performed by the Skilled Trades Pipefitter classification. The maintenance and repair of Nordsen sealer equipment in the Body Shop is work properly assigned to Electrician and Pipefitter classifications in line with current Job Description/Lines of Demarcation.

**Sealer Robots** - The programming, editing and maintenance of "sealer" Robots in the Paint Department will be assigned to Division II employees in accordance with the skilled trades job Descriptions/Lines of Demarcation. This will not interfere with the current job assignments of Paint Department

employees. The programming, editing and maintenance of 'sealer' robots will be assigned to Division II employees in accordance with the skilled trades job Description/Lines of Demarcation. This will not interfere with the current job assignment of Division One Employees.

**Sheaves, Sprockets, Etc.** - The repair, replacement or alignment of sheaves, sprockets, chains, bearings, belts, and couplings is work primarily assigned to the skilled trades "Millwright" classification. This is not to interfere with the current assignment of duties within the skill trades "Electrician" classification, i.e. edons, cam switches, etc.

**Signs** - The hanging or installation of signs which require fasteners, such as, anchors, chains, s-hooks, screws or lag bolts, is the responsibility of the skilled trades Carpenter classification. However, this is not to interfere with other current job responsibilities being performed by the skilled trades Millwright classification or Division I employees, nor the hanging of banners by the skilled trades Painter classification. It is the responsibility of the Painter classification to fabricate banners that are made in the plant. Additionally, labels, stickers or operational instructions concerning equipment or machinery functions may be applied by the trade which is primarily responsible for the equipment or machine functions or the appropriate Safety Representatives. The installation of grommets on banners and signs which are made by the skilled trades Painter classification is also work which is assigned to the Painter classification.

**Splice Plates** - Metal splice plates (huggies) fabricated in-house will be the responsibility of the Tinner classification. The installation of these items will be the responsibility of the Carpenter classification.

**Stamping Facility Racks** - Minor repair of Stamping racks will be handled by the Skilled Trades Millwright classification. However, it is understood that if major repairs or modifications are required beyond what can be accomplished in the required time frame, then Management will comply with the National Agreement.

**Stud Guns** - Stud guns and stud gun equipment repair is work properly assigned in line with current skilled trades Job Descriptions/Lines of Demarcation.

**Team Centers** - The moving of portable or modular team centers is work falling within the Millwright classification.

**Tools and Fixtures** - On new construction or major rebuild/modification of tools and fixtures done in the tooling shop, items such as limit switches, cylinders, block manifolds, motors, transformers and weld guns will be installed by the Toolmaker classification. This excludes wiring and piping associated with the Electrician classification and Pipefitter classification. If major rebuild/modification is not done in the tool shop due to size or timing, excluding piping and wiring, it will be performed by the Toolmaker classification.

**Trolleys** - The installation, relocation or removal of trolleys is primarily the responsibility of the skilled trades Millwright classification. This is not to interfere with current job responsibilities being performed by other skilled classifications, such as, but not limited to FRL trolleys, electrical trolleys. Also, the support or festooning of hoses or electrical cable is properly assigned to the skilled classification normally responsible for those items. Disputes which arise will be resolved between the parties.

**Weld Transformers** - The installation and removal of weld transformers on trolleys is work properly assigned to the Millwright classification.

**ADMINISTRATION OF PARAGRAPH (71)**  
**LOCAL AGREEMENT**

- A. **Overtime, Mobile Equipment Repair** - Work schedules will be analyzed for weekend work when mobile equipment is being utilized. Mobile equipment repairmen will be scheduled where needed and necessary during these periods.
- B. **Overtime Offerings, Holiday Periods** - During the Christmas Holiday period and on those occasions where a holiday period begins on Monday, overtime for the weekend preceding the holiday period and the holiday period, will be offered based on the equalization of overtime status as of the conclusion of the Sunday shift preceding the extended holiday period.
- C. **Overtime, Posting and Charging** - Management will make every effort to provide reasonable advance notice of deviations from the (normal) published Tech Service Schedule. As a general rule, Skilled Trades employees affected by schedule changes will be notified of daily changes to the schedule by one hour prior to the end of the shift and of changes affecting weekend schedule by the end of the shift Thursday preceding the weekend. Such requirements will be posted. There will be occasions when this will not be possible, and that emergency changes in work assignment plans may result from conditions beyond the control of Management.
- Skilled Trades / Production employees who refuse a voluntary overtime work offer (Daily, Saturday, Sunday or Holiday) of greater than 12 hours will only be charged for 12 hours (they will not be charged for hours greater than 12). Skilled Trades / Production employees who accept a voluntary overtime work offer (Daily, Saturday, Sunday, or Holiday) of greater than 12 hours will be charged for all hours accepted/worked.
  - Skilled Trades employees who accept a voluntary overtime work offer (Daily, Saturday, Sunday or Holiday) and then are absent for this work will be double charged for the entire period of the absence when a partial crew is scheduled to work overtime.

- In cases of voluntary overtime: It is understood that if after accepting an overtime offer, a circumstance arises wherein the employee elects to change their mind, he/she can rescind their acceptance without incurring a double charge, if the appropriate department personnel is informed prior to the end of the 4<sup>th</sup> hour of the employee's last scheduled shift before the weekend and/or holiday.
- D. Separate equalization group charts will be maintained for each trade by shift. Available overtime will be offered to those trades people in the equalization group who are amongst those lower in hours capable of performing the work:
1. When production activities are operating, any necessary skilled trades overtime for production support work will be offered by classification in the team normally engaged in performing the work, then by classification within a certain skilled trades area, and finally by the master list
  2. It is further understood, on a Monday through Friday period, any necessary skilled trades overtime for project or rearrangement work in a specific skilled trades department will be offered by classification within that skilled trades department. If such project or rearrangement work is not related to line production responsibilities, then an equal number of employees from the master list will be offered if lower in hours.
  3. If Management deems it necessary to work skilled trades over/under to support a production shift, Management will first offer such work by classification by department, and then by classification by master list.
  4. If such over/under coverage is required for the start up of first shift on the initial production day of the week, then such overtime will be offered by classification by master list to those third shift employees capable of performing the available work.

5. When production activities are not opening on weekends, model changes, extended holidays, inventory adjustment on part shortages for one (1) full day or more, necessary skilled trades overtime will be offered by classification by the master list.
6. General Provisions, Sign-up Process: During the first week of each month: ST employees will have the opportunity to notify Management (via a sign-up process, etc.) of their availability to work overtime/additional hours (in their equalization group) in each of the first two weeks of the following month (should there be work available). During the third week of each month: ST employees will have the opportunity to notify Management of their availability to work overtime/additional hours (in their equalization group) in the 3<sup>rd</sup> and 4<sup>th</sup> week of the following month (should there be work available). Example: During the 1<sup>st</sup> week in September the subject employees will have an opportunity to notify Mgt of their availability to work overtime/additional hours in Week #1 and Week #2 in October. During the 3<sup>rd</sup> week in September the subject employees will have an opportunity to notify Mgt of their availability to work overtime/additional hours in Week #3 and Week #4 in October. Once the employee signs-up to work they can unilaterally rescind their commitment, provided at least one week (7 days) of advance notice is provided in advance. If the employee is not excused and is subsequently absent; the provisions of Document 8 N.A. will be applied. This process does not have application to line-time overtime/extra hour(s) situations. On a production (vehicle manufacturing) shift: when overtime/extra hours beyond line time is needed to complete production, the crew that was assigned to the area can be retained. This agreement does not create upon Management any back pay obligation of any type (if O.T. is cancelled, or does not come to fruition, etc.) This agreement supersedes all previous contrary existing agreements relative to ST posting and canvassing.

7. This resolution has application to Skilled Trades (S.T.) only: Settled on the basis that one member of Management on each shift will be designated to oversee S.T. overtime (equalization) record keeping. The designated party will serve as the contact person for the Local Union regarding issues pertaining to S.T. overtime record keeping.
8. Apprentices: Management reserves the right to assign apprentices work schedules that will enhance their training. For example; starting them early or late with a journeyman so they can be involved in a variety of maintenance activities associated with their trade. Local Apprentices will be scheduled to work overtime consistent with Paragraph 141 of the N.A.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

**STAMPING**

Red background

**GENERAL MOTORS VEHICLE MANUFACTURING  
WENTZVILLE ASSEMBLY CENTER  
DIVISION OF GENERAL MOTORS CORPORATION  
CONTIGUOUS STAMPING OPERATION  
MEMORANDUM OF UNDERSTANDING**

The purpose of this Memorandum is to establish certain local agreements and understandings governing the day-to-day operations of the Stamping Facility.

1. The parties commit themselves to work together to continuously improve the process of providing world-class quality parts to the Assembly Plant.
2. The following classifications have been established within the Stamping Facility:
  - a) Non-Skilled  
Technician
  - b) Skilled  
Diemaker  
Machine Repair Machinist  
Electrician
3. This facility will be responsible for stamping functions only and no "blanking" will be performed at this facility.
4. Within non-skilled there will be one (1) team, by shift. Within skilled there will be one (1) team, by shift.
5. Non-skilled Paragraph 71 equalization will be by shift with all employees on the first shift equalizing in one equalization group; and all employees on second shift equalizing in one equalization group and all employee on third shift equalizing in one equalization group. Skilled Paragraph 71 equalization groups will be by classification, by shift as follows:

Diemaker	Shift 1,2,3
Machine Repair Machinist	Shift 1,2,3
Electrician	Shift 1,2,3

**6. SKILLED TRANSFERS (ASSEMBLY PLANT TO STAMPING FACILITY)**

a) Skilled trades employees will be afforded the opportunity to transfer from a skilled trades classification in the Assembly Plant to a skilled trades classification in the Stamping Facility, in accordance with the applicable provisions of the National/Local Agreements, when a permanent primary opening is determined to exist and is to be filled from outside the Stamping Facility. The following events may constitute a primary opening:

Retirements

Quits

Discharges

Death

Permanent Transfers to Salary

New Technology

Jointly selected position replacements

Per diem in excess of 120 days in any calendar year

b) In the event that Management and the Union agree to post a job opening, an employee will have five (5) days, during the job posting period, to elect and/or remove a filed application. If the employee fails to remove the application before the end of the job posting period, then that employee will be transferred, no refusal.

c) Any employee who accepts a transfer will not be considered for additional transfer for a period of one (1) year.

d) When an employee's application is honored under these provisions it is understood that it will be to the shift, of their choice, provided they would otherwise be eligible for such shift in the Stamping Facility under the provisions of the Local Shift Preference Agreement. Such employee will not be eligible to make application for further shift changes for a period of six (6) months from the date of such change.

e) The parties will discuss and resolve any issues wherein employees are denied transfer under these provisions due to Management's determination that such transfer can't be accomplished in a manner that accommodates the training needs necessary to sustain production and/or quality. Management will have advance discussion with the Union in those situations where they are contemplating taking such a position. In addition, the above provisions will not be applicable during periods of model build-out or startup, or periods of acceleration.

**7. NON-SKILLED TRANSFERS (ASSEMBLY PLANT TO STAMPING FACILITY)**

a) Employees will be afforded the opportunity to transfer from the Assembly Plant to the Stamping Facility when a permanent opening is determined to exist and is to be filled from outside the Stamping Facility.

b) Assembly Plant employees may file one (1) application at the Employment Office for transfer from the Assembly Plant to the Stamping Facility.

The Department Manager and Committeeperson will meet and mutually agree on permanent job openings to be filled. All applications on file at the time an opening is filled, are binding and employees will be subject to mandatory transfer to the requested classification. The highest seniority applicant capable of performing the work who meets all of the eligibility requirements of the specific opening will be automatically granted the transfer. An employee who rescinds a previously submitted transfer request prior to the filling of the associated opening will not be subject to that transfer. Employees transferred will have their remaining applications on file cancelled, and the employee will be ineligible to apply for any further transfer for a period of six (6) months.

c) When an employee's application is honored under these provisions it is understood that it will be to the shift, of their choice, provided they would otherwise be eligible for such shift in the Stamping Facility under the terms of the Local Shift Preference

Agreement. Such employee will not be eligible to make application for further shift changes for a period of six (6) months from the date of such change.

- d) The parties will discuss and resolve any issues wherein employees are denied transfer under these provisions due to Management's determination that such transfer can't be accomplished in a manner that accommodates the training needs necessary to sustain production and/or quality. Management will have advance discussion with the Union in those situations where they are contemplating taking such a position. In addition, the above provisions will not be applicable during periods of model build-out or start-up, or periods of acceleration.
- e) These provisions are not applicable to openings caused by vacations or other vacancies, such as sick leaves, of a duration of less than thirty (30) days.
- f) Management will assign an employee returning from an approved sick leave of absence to the operation from which he or she left, seniority permitting within the classification providing the employee is capable of performing the work.

## **8. TRANSFERS FROM STAMPING TO ASSEMBLY**

- a) Applications for transfer under these provisions will be combined with applications filed by Assembly Plant employees to the same classification (non-skilled) or skilled trades area (skilled).
- b) Employees transferred will have their remaining applications on file cancelled, and the Division I employees will be ineligible to apply for any further transfer for a period of six (6) months. Division II employees will be ineligible to apply for any further transfer for a period of one (1) year.
- c) Skilled trades employees will be afforded the opportunity to transfer from a skilled trades classification in the Stamping Facility to a skilled trades classification in the Assembly Plant, in accordance with the applicable provisions of the National/Local Agreements.

- d) When an employee's application is honored under these provisions it is understood that it will be to the shift of their choice, provided they would otherwise be eligible for such shift in the Assembly Plant under the terms of the Local Shift Preference Agreement.
- e) The parties will discuss and resolve any issues wherein employees are denied transfer under these provisions due to Management's determination that such transfer can't be accomplished in a manner that accommodates the training needs necessary to sustain production and/or quality. Management will have advance discussion with the Union in those situations where they are contemplating taking such a position. In addition, the above provisions will not be applicable during periods of model build-out or startup, or periods of acceleration.

All applications on file at the time an opening is filled, are binding and employees will be subject to mandatory transfer to the requested classification. The highest seniority applicant capable of performing the work who meets all of the eligibility requirements of the specific opening will be automatically granted the transfer. An employee who rescinds a previously submitted transfer request prior to the filling of the associated opening will not be subject to that transfer.

- 9. Housekeeping within the Stamping Facility will be the responsibility of all employees, skilled and non-skilled. As such, no employee will be assigned full time, as his day-to-day responsibilities, the exclusive job task of performing housekeeping functions.

The job task of cleaning the main aisle ways with a power sweeper/scrubber, major oil spills and restrooms will be the responsibility of 3<sup>rd</sup> Party employees assigned to the Assembly Plant. The job task of cleaning and maintaining the press pits is the responsibility of employees assigned to the Stamping Facility.

- 10. Management will continue to utilize skilled trades employees from the Assembly Plant, based on the current situation, to perform minor building maintenance work in the Stamping Facility, which has

historically been assigned to these employees; such as overhead doors, painting, ice machines, toilet repair, installation/repair of guard rails and water fountains, hanging building lighting fixtures, and changing light bulbs not related to the production process. Other incidental building maintenance will continue to be performed by Stamping Facility skilled employees.

11. Under current operating conditions, crib supplies will be obtained from the Assembly Plant crib and transported if necessary to the Stamping Facility by Stamping Facility employees.
12. Skilled trades job responsibilities:
  - a) Diemaker
    - Maintain dies
    - Trouble shoot
    - Changing die inserts (including piping and hosing)
    - Support line transition
  - b) Machine Repair Machinist
    - Maintain equipment
    - Trouble shoot
    - Support line transition
  - c) Electrician
    - Maintain equipment
    - Trouble shoot
    - Support line transition

Employees assigned to the three (3) skilled trades classifications will perform incidental overlapping and other minor access type work with the understanding that such job tasks can be performed in a safe manner. In addition, employees will be required to perform non-skilled job functions if necessary to sustain production with the understanding that such job tasks can be performed in a safe manner.

13. Non-Skilled Job Responsibilities:
  - Run production - required repair.
  - Trouble shoot and maintain equipment/process (with understanding that such job tasks can be performed in a safe manner).
  - Line transition, both outside die changes and inside die changes, wiping out dies, changing

external tooling, and repositioning metal. These functions are the primary responsibility of non-skilled employees with assistance from skilled employees as required.

The above responsibilities include such job tasks as setting dies, quality checks, material handling and housekeeping.

14. Any employee, skilled or non-skilled, can be assigned to operate overhead cranes, fork trucks or any other equipment required to perform their job assignment, provided the employee has received proper training in the operation of the equipment. The operation of power equipment is not the exclusive job responsibility of any employee, classification or skilled trade.
15. Team Meetings: Attendance at team meetings is mandatory and all employees are expected to actively participate in team meetings.
16. In situations such as emergencies or absenteeism, it may be necessary to loan employees from the Assembly Plant to the Stamping Facility in order to maintain stamping production at a world-class quality level. In an effort to minimize the impact of such temporary movement upon the Assembly Plant, the parties will discuss the feasibility of identifying specific employees who may be loaned to the Stamping Facility in these circumstances. However, it may still be necessary, regardless of such a process, to loan employees without advance notice, from the Assembly Plant to the Stamping Facility. During periods of known heavy absences the department will first look at filling voids from within the department utilizing over/under coverage. This does not preclude management from loaning others into the department on a day to day basis to fill needs.
17. Adjustments to the rotation process may be made as necessary to address such issues as quality, training, efficiency of operations, technology and engineering improvement/changes, absenteeism, etc. Management will review with the Union in advance any contemplated changes in the rotation process.

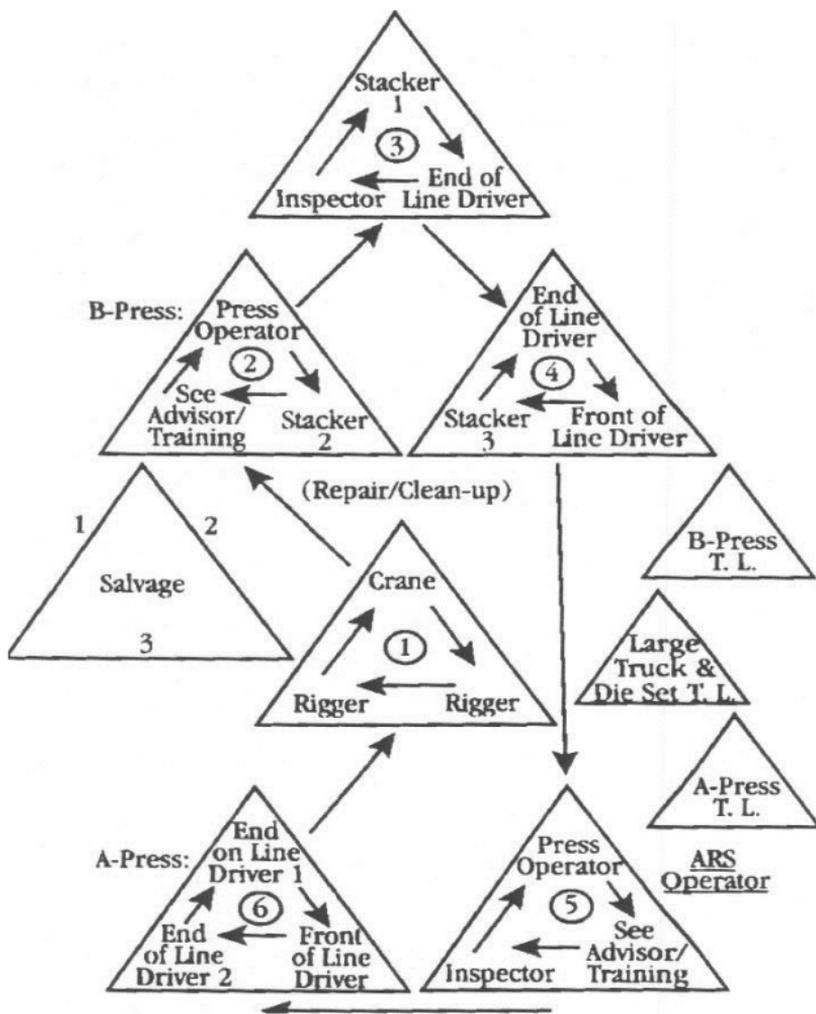
18. The parties recognize the need for safety during a fork truck battery change. To address this need, it has been agreed upon that Management will retrain Stamping Plant personnel on a semi-annual basis (Jan/July). Future training will include a visual battery inspection
19. for trash and debris in the battery housing. The inspection will take place during regular changing operations. Management shall be notified if any debris is found so that the appropriate actions can be taken. The Fork Truck Battery SOP will be updated to reflect these new requirements. In addition the Stamping Plant battery bay will be re-stripped and re-signed to comply with Wentzville safety policies. Thereafter the Stamping Plant battery bay will be properly maintained, and any deficiencies brought to Management's attention will be handled promptly.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina



## STAMPING ROTATION

This diagram is for reference purposes only and may not be indicative of either the actual rotation schedule or that the operations displayed are manned on all shifts.

## **LOCAL DEMAND SETTLEMENTS - STAMPING FACILITY**

1. **ADC Work** - If it becomes necessary to offer a technician the opportunity to work during breaks and/or lunch Monday through Friday to complete an ADC, then Management will offer the work to those qualified technicians in accordance with the provisions of Paragraph 71 of the National Agreement.
2. **Break Area** - During the 2015 Local Negotiations the parties agreed that under our current conditions we will provide an open break area including a microwave, coffee pot and refrigerator in close proximity of SC32. Specific location will be mutually agreed upon by the parties.
3. **Cafeteria Services** - Current cafeteria schedules accommodate first break and lunch periods on first and second shift. Should these time periods change, arrangements will be made to provide cafeteria service.
4. **Cycling Equipment** - The Union and Management agree that the responsibility to cycle equipment to ensure accuracy of the build process is that of the maintenance department. In this regard the skilled trades employees may cycle the equipment a sufficient number of times to generate an acceptable quality part.
5. **Crane Operation** - Employees assigned to operate cranes will be instructed/trained in the safe operation of such equipment. Management will continue its current practice relative to the maintenance/service repair and modification of cranes.
6. **Demand Settlements** - Both parties understand that certain 2007 demand settlements do not apply to the Stamping Facility. Prior to the conclusion of 2007 Local Negotiations, Stamping management and the appropriate UAW Representative(s) will mutually agree on those 2007 Local Demand settlements that do apply to the Stamping Facility.
7. **Electrician Coverage** - In the event of unforeseen absenteeism, illness or approved contractual time-off within the Electrician classification in the Stamping Facility, Management will contact the Assembly Plant as soon as practicable to provide temporary coverage on

those job assignments requiring the assignment of two (2) Electricians.

8. **Entering Presses** - The parties discussed the issue of non-skilled employees performing tasks inside the press systems. The parties agreed that non-skilled employees who have been properly trained in and utilize proper safety procedures (including the appropriate lockout procedure) may perform tasks inside the press. These tasks will include such items as wiping out dies, changing external fixtures, and repositioning metal. The parties understand that non-skilled employees will not perform repair functions to the dies or press systems that are properly assigned to the skilled classifications.
9. **Guard Rail Installation** – Under the current conditions the installation of guard rails within Stamping to protect process equipment will be assigned to the Machine Repair classification.
10. **Hard Gage Inspection Panel Fixture** – During the 2015 local negotiations the parties discussed the movement of hard gage inspections panel fixtures in the stamping facility. Under current conditions this task will be performed by machine repairpersons,
11. **Hoist Swing Motion** - The Stamping Facility floor will be painted yellow with black striping to indicate the swing motion of the hoists at the ARS.
12. **Inclement Weather Gear** - Employees whose normal job assignments are indoors and do not have suitable clothing available, will be loaned a pair of insulated coveralls or a parka when unexpectedly assigned outdoors during inclement weather. Employees will be expected to keep seasonally loaned insulated coveralls or parkas, when not in use, in suitable, in-Plant storage areas.
13. **Job Assignments** - The parties mutually agree that employees will not be displaced off their regularly assigned job on a given day and replaced by an employee who is working over/under.
14. **Lifeline System** - Management will replace the ARS overhead lifeline with an attachment beam which will make the Stamping Facility lifeline system compatible with the Assembly Plant system. In the future, all new fall

protection equipment in the Stamping Facility will be reviewed for commonality with the Assembly Plant.

15. **Lines of Demarcation** - Management will fully comply with the provisions of Document 112 of the current GM-UAW National Agreement.
16. **Manpower** - Adequate manpower will be assigned to perform the required operations.
17. **Maintenance Material and Equipment** – Under the current conditions the loading and unloading of maintenance material and equipment in the Stamping facility, to be used in the Stamping facility which supports process equipment (equipment, parts, project steel, fixtures)(exception dies) is work that will be assigned to the ‘Machine Repair’ classification in Stamping.
18. **Material Storage/Stacking** - A jointly designed training course has been developed by the Joint Union Health and Safety Committee. It is specifically designed to stress the safety problems associated with improper material storage such as double stacking, top loading racks, using damaged or otherwise unstable racks or material baskets, and exceeding specified stacking heights. All new employees transferred into the Stamping facility will go through this training course. At least once monthly, the Stamping facility Manager, the Safety Group Leader, the Union Health and Safety Representative and the Stamping Facility District Committeeperson will randomly select an area of the facility to be audited for compliance with safe stacking practices. Stamping Facility Group Leaders will be notified of discrepancies found and a record will be maintained by the safety department.
19. **Medical Response Team** - A Medical Response Team is being established, with trained employees capable of rendering prompt medical treatment to injured employees throughout the plant, including the Stamping Facility. This Medical Response Team will be in place and functioning by the end of the first quarter, 2004.
20. **Overtime Between Shifts** - Resolved on the basis that Management will periodically review the overtime hours worked on each shift to determine that a reasonable

relationship exists between the shifts with respect to scheduled overtime. Any issues in this regard will be jointly discussed with Management's intent being to maintain a reasonable balance of hours between shifts insofar as practicable. Overtime schedules will be reviewed with the Union.

21. **Overtime Notification** - Management will make every effort to provide reasonable advance notice of unscheduled weekend overtime work. As a general rule, employees will be notified of Saturday and Sunday work requirements by the preceding Thursday. There will be occasions when this will not be possible, and that emergency changes in work assignment plans may result from conditions beyond the control of Management.
22. **Placements** - Medically restricted Stamping Facility employees will be placed in accordance with existing guidelines with the understanding such employees must be capable of performing all elements of their respective Technician or Skilled Trades job responsibilities. Management will continue its current practice relative to employees with temporary restrictions.
23. **PLC's** - A log book will be provided for the purpose of recording PLC changes.
24. **Process Support Work – Under the current conditions process support work that is currently being performed by Pipefitters in the Stamping Facility will be assigned to the Machine Repair classification.**
25. **Production Schedule** - Management will notify employees of scheduled line hours on the communication system no later than Thursday of the preceding week. However, if Saturday production schedules are known further in advance, they will be entered on the communications system with the understanding they are subject to change. In case of deviation from the posted schedule, Management will notify employees at least two (2) hours in advance of their quitting time except when circumstances and conditions make it impossible to do so.
26. **Programming Work** - The editing and programming of or loading the data (ladder logic) into PLC's and robots, as presently performed, is work falling within the skilled trades Electrician classification. It is understood that this

type of work may require the assistance of Engineering personnel in an advisory capacity. This does not preclude or prevent the design or modification of programs by Engineering personnel. It is understood that the majority of this work will not be performed on the plant floor. However, on occasions when this work is required to be performed on the plant floor, the Engineering personnel may access the PLC in conjunction with the Electrician for necessary demonstration and training purposes.

27. **Protective Clothing** - Management will continue its current policy relative to providing employees with protective clothing.
28. **Radio Communications** - Management will provide an improved system for communicating with employees who are assigned to work in the Stamping Facility basement.
29. **Rotation** - Employees within each group will rotate among the jobs within their assigned group on a schedule determined by the employees within each group, with the understanding that all employees within the group spend an equal amount of time on every job within the group. In addition, the rotation schedule must take into account such factors as training flexibility, quality, efficiency and safety. Team Leaders will provide Management on Friday with a written schedule detailing the rotation schedule for the following week. Rotation among the groups will occur every three (3) weeks. Any issues that arise relative to this understanding will be discussed and resolved between the parties.
30. **Scooter** - Management, under present conditions, will provide a multi passenger vehicle for the life of the 2015 Local Agreement in keeping with mutually agreed guidelines of use and abuse.
31. **Secondary Job Bids** - During the 2015 Local Negotiations the parties discussed employee's ability and desire to move to other rotation pods in the stamping facility. In support of this initiative secondary production rotation bids in stamping will be offered to the Advisor's Group.
32. **Smoke Eaters** - Areas where welding and grinding operations are set up will be monitored. A portable

ventilation system "smoke eater" will be provided for use where welding and grinding is being performed. Specific complaints brought to Management's attention concerning fumes and/or dust from welding and grinding operations will be investigated without undue delay.

33. **Team Center** - Management will complete the enclosure of the currently existing team area in the Stamping Plant. This enclosed team center will be a non-smoking team center, and housekeeping and visibility of the interior will be maintained. A television monitor and a portable air conditioning/heating unit will be installed in the team center. Specific complaints regarding this team center will be evaluated by Management and the Shop Committee and modifications made where conditions warrant.
34. **Temporary Coverage** - In the event it is necessary to provide temporary coverage on job assignments as the result of unforeseen absenteeism, illness or approved contractual time-off within the Electrician classification in the Stamping Facility, Management will offer such coverage to Stamping Facility Electricians on the other shifts on an over/under basis. If Stamping Management determines that additional Electrician coverage is still needed on a temporary basis, then Stamping Management will contact the Assembly Plant as soon as practicable and request such temporary assistance.
35. **Temporary Restrictions** - Management will continue its current practice relative to employees with temporary restrictions.
36. **Training** – During the 2015 local negotiations the parties agreed to train all machine repair employees to safely operate mobile cranes and Broderson in support of their trades assignment.
37. **Tools** - Employees will be provided the proper tools in order to perform their job in a safe manner.
38. **Vendors** - When a bargaining unit employee is assigned to assist an outside vendor, Management will make every effort to not reassign that employee while the vendor is present in the plant performing work during that employee's shift hours, except in cases of extreme emergency or excessive absenteeism. If such situation

occurs, Management will make every effort to minimize the amount of time the employee is reassigned, and will return the employee to his/her assignment with the vendor as soon as another operator is available to perform the job.

39. **Working Alone** - When job assignments dictate the necessity of assigning two employees to a job in order to perform it safely, such assignments will be made accordingly. No skilled tradesperson will work on any electrical equipment, moving machinery or under any other conditions that are hazardous, without taking appropriate safety measures.
40. **Working Inside Presses** - The parties discussed the issue of non-skilled employees performing tasks inside the press systems. The parties agreed that non-skilled employees who have been properly trained in and utilize proper safety procedures (including the appropriate lockout procedure) may perform tasks inside the press. These tasks will include such items as wiping out dies, changing external fixtures, removing scrap, and repositioning metal. The parties understand that non-skilled employees will not perform repair functions to the dies or press systems that are properly assigned to the skilled classifications.

**GENERAL MOTORS VEHICLE MANUFACTURING  
WENTZVILLE ASSEMBLY CENTER  
DIVISION OF GENERAL MOTORS LLC  
LOCAL SENIORITY AGREEMENT  
STAMPING FACILITY**

This Agreement is entered into this 28<sup>th</sup> day of October, 2016, between the Local Management of the Wentzville Assembly Center, General Motors Vehicle Manufacturing, hereinafter referred to as Management, and the Shop Committee of Local Union No. 2250, UAW, hereinafter referred to as the Committee.

**SECTION I**

The purpose of this agreement is to define and describe the seniority provisions which will govern the seniority status of employees within the Stamping Facility.

**SECTION II - DEFINITIONS**

- A. The Stamping Facility shall constitute one seniority unit consisting of two divisions.
  - 1. Division I - All hourly-rated employees in the Stamping Facility except those employed in Skilled Trades classifications.
  - 2. Division II - All hourly-rated employees in the Stamping Facility Skilled Trades classifications.
- B. Employees may acquire seniority in accordance with the provisions of the National Agreement.
- C. 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 listed on the seniority list in order beginning with the lowest last four (4) digits of the Social Security Number, i.e., the employee with the lowest last four (4) digits will be considered as having the greater seniority. During the 2015 local negotiations the parties agreed that upon ratification the following will apply to all new hires where (2) or more employees have the same seniority date, they shall be listed on the seniority list in order beginning with the lowest last four (4) digits of their GMIN, i.e., the employee with the lowest last four (4) digits will be considered as having the greater seniority. This modification is based upon the

parties understanding that GMIN's are randomly computer generated through the Global People Ldap Directory. If there is a process change eliminating the random generation of GMIN's the parties will mutually resolve the issue.

- D. Seniority in Division I shall be by occupational group.
- E. Seniority in Division II shall be by non-interchangeable occupational group in accordance with the provisions of the National Agreement.

### **SECTION III - PERMANENT LAYOFF, REDUCTION IN FORCE AND RECALL PROCEDURE**

#### **A. Division I - Permanent Layoff**

In the event of a layoff, reduction in manpower, or other reduction in the work force, it is the intention of this agreement to provide for the retention of the employees with greater seniority who are capable of performing the work available. Accordingly:

1. Management will establish the number of employees to be retained.
2. Temporary employees as defined in Paragraph 56 of the National Agreement will be removed first.
3. Seniority employees with less than thirty (30) days in the occupational group being reduced will be removed from the occupational group and returned to their former occupational group or non-interchangeable occupational group, seniority permitting.
4. Thereafter employees with the greatest seniority within their occupational group will be retained and employees with the least seniority will be reduced.
5. At the time of a reduction in force in the Stamping Facility, Division I employees who are scheduled to be laid off in accordance with the provisions of the Local Seniority Agreement, may make application to remain at work in the Assembly Plant. Subsequently, the parties will discuss a process to facilitate this request in line with seniority and without disruption to the efficiency of operations.

Employees who would otherwise be laid off from the Stamping Facility, will displace employees with insufficient seniority to remain in the Assembly Plant,

provided they are capable of performing the work. The result will be that no employee within Division I will remain laid off while an employee with less seniority is working.

If, upon the resumption of normal operations in the Stamping Facility, any of these employees who have filed an application choose not to return to their former classification in the Stamping Facility, Management may make such temporary assignments as deemed necessary to accommodate the resumption of operations. The length of such temporary assignments will become a matter of discussion between the parties.

6. Management will endeavor to minimize the time needed in placing employees in accordance with this procedure. In any event, employees eligible to be retained on other jobs will be placed within fifteen (15) days from the date the provisions of this section apply to the affected employee.
7. In cases of reduction from one classification or department to another, such reduction shall be presumed to be for longer than thirty (30) days and the seniority of the employee will be carried into the new classification and will become effective the date of the reduction.

#### **B. Return to Former Classification**

Working employees in Division I reduced from their classification as a result of a reduction in force, who desire to return to their former classification may, within 30 days of such reduction, or 30 days following recall, file an application indicating their desire to return. As openings occur, employees who have applied and are capable of performing the work will be offered the opportunity to return in seniority order.

#### **C. Division I - Recall**

Employees laid off as a result of Section III (A) of this agreement will be recalled to work in division wide seniority order. Where practical, Management will recall employees to available openings in their former classification.

#### **D. Division II - Permanent Layoff and Recall Procedure**

In the event of a permanent reduction in force, the number of employees to be retained in each classification will be established. Thereafter the Journeyman/woman with the greater skilled trades seniority will be retained in each such classification. Reduction of Apprentice, Employees-In-Training, and Employees-In- Training-Seniority will be governed by the applicable provisions of the Skilled Trades section of the National Agreement. Employees with insufficient seniority to be retained in their respective classification in the Stamping Facility will be laid off from Division II and will be recalled in accordance with their seniority except as provided herein.

1. At the time of a reduction in force in the Stamping Facility, employees being laid off from their classification will have a right to file an application at the Employment Office for work in (1) Division I and/or (2) their classification in Division II in the Assembly Plant. Thereafter, they shall first be placed on a job in their classification in Division II in the Assembly Plant in line with their skilled trades seniority. If they cannot be placed in their classification in Division II, then they will be placed on a job in Division I in line with their seniority provided they are capable of performing the work. Employees placed on jobs in Division I will retain seniority rights in their Division II Stamping Facility classification.
2. If the Employees do not file an application for work in Division I, they will be laid off and will be recalled to work in the Division II classification from which they were laid off in the Stamping Facility. Any time thereafter, employees who desire to file an application to Division I may do so by filing such application at the Employment Office. They shall then be assigned to the next available opening in line with their seniority provided they are capable of performing the available work.
3. If, upon the resumption of normal operations in the Stamping Facility, any of these employees who have filed an application in accordance with Paragraph 1 choose not to return to their former classification in the Stamping Facility, Management may make such

temporary assignments as deemed necessary to accommodate the resumption of operations. The length of such temporary assignments will become a matter of discussion between the parties.

4. The provisions of Paragraph 70 of the National Agreement are hereby waived.
5. When qualified journeymen/women are transferred from a non-skilled classification into a skilled classification in which they have not previously established seniority, they will have a date of entry seniority status in the skilled classification as of the date of transfer.
6. When journeymen/women are transferred from one skilled trades group to another in which they are also qualified journeymen/women there shall be no loss of seniority. However, in cases of transfers not exceeding one (1) year, the employees will have a date of entry seniority as of the date of transfer and will retain and accumulate their seniority in the classification from which they were transferred. If the transfer exceeds one (1) year, the employees' seniority will be transferred into the new classification.
7. Where two (2) or more employees have the same seniority date in a skilled trades classification, their relative seniority standing shall be determined by their plant seniority.

#### **SECTION IV - MODEL CHANGE OR PLANT REARRANGEMENT**

- A. When a build-out occurs as a result of model changeover or plant rearrangement, employees shall be laid off as their services are no longer required. If after the last job has passed the last work station in that work group, and employees have completed all of their assigned job responsibilities including necessary housekeeping in their work area, it becomes necessary to retain employees in the work group for work normally performed by the work group and which requires specific skills and/or expertise, employees in that work group will be offered the work on a voluntary basis. In the event there are more than enough employees capable of performing the required work, the oldest seniority employees with at

least one (1) year of seniority who volunteered will be retained. If there is not a sufficient number of employees capable of performing the work, employees with at least one (1) year of seniority will be retained in inverse seniority order provided they are capable of performing the work. If it is necessary to retain employees to perform work which does not require specific skills and/or expertise such as general housekeeping tasks not specific to a work group, the work will be offered to employees on a voluntary basis by classification. In the event there are more than enough employees capable of performing the required work, the oldest seniority employees with at least one (1) year of seniority within the classification who volunteered will be retained. If there is not a sufficient number of employees capable of performing the work, employees with at least one (1) year of seniority within the classification will be retained in inverse seniority provided they are capable of performing the work.

Because it is of mutual interest to expedite the start of a new model, as work increases after the model changeover or inventory period, employees will be recalled as their regular jobs open up. In the event their jobs are discontinued during the model changeover or inventory period, they will replace the younger seniority employees in their classification providing they are capable of doing the work.

## **SECTION V - TEMPORARY LAYOFF AND RECALL PROCEDURE DIVISION I**

1. During periods of temporary layoffs other than those specified in Section III such as: a) material shortages, b) breakdown of machinery or equipment, or, c) any other situation which is known at the time to be temporary, employees will be laid off as follows:

When a department operates less than eight hours and it is contemplated that normal operations will resume the following work day, employees will be laid off as their job assignments cease and recalled as their assignments open up. In the event that it is necessary to retain employees in the work group for work normally performed by the work group, the work group will be offered the work on a voluntary basis. In the

event there are more than enough employees capable of performing the required work, the oldest seniority employees with a least one (1) year seniority who volunteered will be retained. If there is not a sufficient number of employees capable of performing the work, employees with at least one (1) year of seniority will be retained in inverse seniority order provided they are capable of performing the work.

2. Although temporary layoff provisions can be extended for up to six (6) months, it is not Management's intention to lay off employees out of line of Seniority for extended periods of time.
3. In no case as mentioned in Paragraph 2 above, will a temporary layoff time limit expire during mid-week.

## **SECTION VI - TEMPORARY LAYOFF AND RECALL PROCEDURE DIVISION II**

### **(Reference Paragraph 177 of the National Agreement)**

1. During periods of temporary layoffs for: a) material shortages, b) breakdown of machinery or equipment or, c) model change, plant rearrangement, inventory or any other situation which is known at the time to be temporary, employees will be laid off from the skilled trades classification by shift in which they are working and thereafter recalled to that classification by shift in accordance with their skilled trades seniority status. No Employee-In-Training will be retained while a journeyman/woman or Employee-In-Training-Seniority in the same classification on the same shift is laid off. For the period of temporary layoffs, skilled trades employees will not be returned to their former skilled or non-skilled classification.
2. Although temporary layoff provisions can be extended for up to six (6) months, it is not Management's intention to lay off employees out of line of seniority for extended periods of time.
3. In no case as mentioned in Paragraph 2 above, will a temporary layoff time limit expire during mid-week.
4. Where two or more employees have the same seniority date in a skilled trades classification, their relative seniority standing shall be determined by their plant seniority.

## **SECTION VII – EXTRA HELP – MODEL CHANGE, INVENTORY & PLANT REARRANGEMENT**

### **1. Extra work for Model Change, Inventory and Plant Rearrangement**

When extra employees are needed to perform such work over and above the number needed because of their particular abilities and knowledge, employees who are qualified and desire to work and who would otherwise be laid off, may make written application to the Plant Employment or Labor Relations office. Management will post a notice in advance of the anticipated starting date advising employees of this work. Such notice will remain posted for a period of at least ten (10) working days. Applicants will be given a receipted copy of their application. In making the selection of qualified employees who apply to work, seniority will be given preference. The nature and duration of the assignments to each employee will be the responsibility of supervision. In the event there are not sufficient qualified applicants for the extra work, Management will assign the available work to the least seniority employee, capable of performing the work, possessing at least one (1) year's seniority, who would otherwise be laid off; provided, however, that this provision concerning the assignment of the least seniority employee shall not constitute a basis for any claim for back wages or any form of retroactive adjustments. A list of the applicants will be provided the Chairman of the Shop Committee.

### **2. Extra Work for Maintenance Change-Over Period**

When extra help is to be selected in accordance with Paragraph 179 of the National Agreement for Maintenance Department work during model changeover period or plant rearrangement, employees will be permitted to make written application for such work. Applications will be accepted in the plant Employment or Labor Relations office and employees will be given a receipted copy of their application. Employees who can do this work will be selected from among the applicants who would otherwise be laid off during the changeover period and where ability, merit and capacity are equal, the employees with the greatest seniority will be given

preference. In the event there are not sufficient qualified applicants for the extra work during model changeover or plant rearrangement, Management will assign the available work to the least seniority employees, capable of performing the work, possessing at least one (1) year's seniority, who would otherwise be laid off; provided, however, that this provision concerning the assignment of the least seniority employee shall not constitute a basis for any claim for back wages or any form of retroactive adjustments. A list of the applicants will be provided the Chairman of the Shop Committee.

### **SECTION VIII - GENERAL PROVISIONS**

- A. No provisions of this Agreement shall be retroactive prior to the date hereof.
- B. All Stamping Facility employees that are transferred to salaried positions, either supervisory or clerical, will be subject to the provisions of Paragraph 69 of the GM-UAW National Agreement and the attached Document No. 86.
- C. In the event it is anticipated that the efficiency of operations within an employee's work group or the plant will be adversely affected by the provisions of this Agreement, the Shop Committee and Personnel Director may discuss and mutually agree to temporarily modify or suspend certain provisions of this Agreement as deemed necessary.

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 that such cancellation, modification, or change becomes effective, give notice in writing of the proposed cancellation, modification, or change. 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 29, 2016. After notification is received from the Local Union, this Agreement will be effective as provided herein and submitted for approval of the Industrial Relations staff of the General Motors Vehicle Manufacturing, General Motors LLC and the International Union UAW. In the event of failure of

approval by either party, the matter will be referred back to the parties for further negotiation.

**STATEMENT FOR THE MINUTES**

When two or more employees are hired on the same day at the Wentzville Stamping Facility that held active seniority at another General Motors Plant at the time of hire, (excluding those employees transferred in pursuant to Paragraph 96 of the GM-UAW National Agreement), the procedure described in Appendix A, Section IX, of the National Agreement will be used as a tiebreaker in establishing seniority at the Wentzville Stamping Facility.

**Local 2250, UAW**

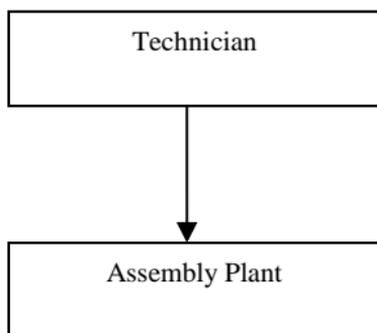
Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

## FLOW CHART - STAMPING FACILITY

### Non-Skilled



**GENERAL MOTORS VEHICLE MANUFACTURING  
WENTZVILLE ASSEMBLY CENTER  
DIVISION OF GENERAL MOTORS LLC SHIFT  
PREFERENCE AGREEMENT  
STAMPING FACILITY**

This Agreement is entered into this, 28<sup>th</sup> day of October, 2016, between the Local Management of General Motors Vehicle Manufacturing, Wentzville Assembly Center, of General Motors LLC, hereinafter referred to as Management, and the Shop Committee of Local Union 2250, UAW, hereinafter referred to as the Committee.

1. The following provisions are not to conflict in any way with the principle stated in Paragraph 75 of the National Agreement that any agreement pertaining to shift preference must have sufficient flexibility to give full protection to efficiency of operations under all circumstances and conditions.
2. Any employee with seniority shall have the privilege of making an application in writing to his or her advisor for a shift of the employee's preference any time during the year the employee chooses except for a thirty (30) day period immediately following the start of a new model change. An employee physically transferred as a result of these provisions will not be eligible to make application for further shift changes for a period of six (6) months from the date of each change. On one (1) occasion during the life of the current contract, an employee may make application for a further shift change three (3) months from the date of the employee's last shift change subject to review and approval by the Shift Manager and District Committeeperson that such an early shift change is warranted.
3. An employee must accept or reject an offer to transfer to a preferred shift by the start of the employee's shift, following the shift on which the offer is made. There will be no subsequent refusal or acceptance of this transfer allowed once this initial decision has been made.
4. When there is more than one application for the same shift, applications will be handled in the order of seniority.

5. Employees may displace lesser seniority employees in their classification on the shift they prefer.
6. Shift changes will be made as soon as possible, but in any event by the first Monday following the 10th working day after the submission of the application, in line with the seniority of the applicants.
7. 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. This period will not extend beyond ninety (90) days after the newly hired employee has been placed on an operation.
8. In the event more than one employee having the same seniority date makes application for the same shift, such applications will be processed in seniority order as established in the Local Seniority Agreement.
9. In applying the provisions of this Agreement in skilled trades classifications, when two (2) or more journeymen/women and/or Employees-In-Training-Seniority have the same adjusted seniority date, the employee with the longest general plant seniority will be given preference.
  - a) In the application of this Agreement, Journeymen/women and Employees-In-Training-Seniority are in the same group and shift preference shall not apply between the two groups.
  - b) Employees-In-Training in skilled classifications may exercise shift preference in accordance with their date of entry, displacing other employees with the same status. In the event two (2) or more such employees have the same date of entry, the employees may exercise shift preference rights in accordance with their general plant seniority. These provisions notwithstanding, Employees-In-Training classification(s) may be assigned to other shifts to allow for attendance at required training when such training cannot be provided on their regular shift.
10. In any emergency or when major changes in line speed, product, or shift addition/deletion disrupt production, any shift changes may be made as desired by Management for

the duration of the emergency or disruption. At the termination of the emergency or disruption, employees will be returned to their former shift. However, if the emergency or disruption is of an exceptional nature and it becomes apparent that such temporary assignments will be required in excess of forty-five (45) working days, the situation will become a matter of discussion between the parties after which the period may be further extended by mutual agreement.

11. In the event employees are transferred to a different shift as a result of a reduction in force, recall from a permanent layoff, or involuntary transfer, and they subsequently desire a change to a preferred shift, they will file an application with their Supervisor and, if they would otherwise be eligible for transfer under application of the provisions of this Agreement, they will not be denied such a transfer because of the time limits of Paragraph 2.
12. Production Employees may not shift preference between the Assembly Plant and the Stamping Facility. Division II can shift preference between Assembly and Stamping, but not able to utilize transfer agreement for one year after accepting transfer.

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 that such cancellation, modification, or change becomes effective, give notice in writing of the proposed cancellation, modification, or change. 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 29, 2016. After notification is received from the Local Union, this Agreement will be effective as provided herein upon approval of the Industrial Relations staff of the General Motors Vehicle Manufacturing, General Motors

LLC and the International Union-UAW. In the event of failure of approval by either party, the matter will be referred back to the parties for further negotiation.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

**GENERAL MOTORS VEHICLE MANUFACTURING  
WENTZVILLE ASSEMBLY CENTER  
DIVISION OF GENERAL MOTORS LLC LOCAL  
WAGE AGREEMENT  
STAMPING FACILITY**

This Agreement entered into this 28<sup>th</sup> day of October, 2016, between the General Motors Vehicle Manufacturing Wentzville Assembly Center, General Motors LLC herein referred to as Management, and the Shop Committee of Local Union No. 2250, UAW, herein after referred to as the Union.

The classification job rate schedule contained in this Agreement covers all work now performed at the Wentzville Stamping Facility.

The Cost of Living Allowance provided for in Paragraph (101) (h) of the National Agreement is not included in the wage schedule set forth in this Agreement.

It is understood and agreed that this Agreement is in full and complete compliance with Paragraph 100 of the National Agreement.

Hiring rates for new employees at this location shall be established in accordance with applicable provisions of the National Agreement.

This agreement is subject to the approval of the Corporation 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 the Shop Committee and the Local Management subject to the approval of the Corporation and the International Union-UAW.

**WAGE RULES**

- A. Employees must be a variable operator capable of performing all of the jobs within the Stamping Facility.
- B. Employees will be paid the job rate set forth in the Classification and Job Rate Schedule.
- C. As detailed in the "Team Leader Memorandum of Understanding" for both Division I and Division II, employees designated as Team Leader shall receive premium compensation for the period they function as Team Leader. In this regard, these employees shall

receive (\$1.00) per hour over their rate as additional compensation for performance of the duties/responsibilities detailed in the "Team Leader Memorandum of Understanding" for Division I and Division II.

- D. The provisions of this agreement are subject to the grievance procedure.
- E. New employees will be paid in accordance with the applicable provisions of the National Agreement.

This Agreement is subject to written notice of ratification by the Local Union to be given to the Local Management not later than October 29, 2016. After such notice of ratification is received from the Local Union by Management, this Agreement will be effective as provided for herein and submitted for approval by the General Motors LLC and the International Union-UAW.

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

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

**GENERAL MOTORS VEHICLE MANUFACTURING  
WENTZVILLE ASSEMBLY CENTER  
DIVISION OF GENERAL MOTORS LLC  
ADMINISTRATION OF PARAGRAPH (71)  
LOCAL AGREEMENT  
STAMPING FACILITY**

This Agreement entered into this 28<sup>th</sup> day of October 2016, between the local Management of the General Motors Vehicle Manufacturing Wentzville Assembly Center, of General Motors Corporation, and Local No. 2250, United Automobile, Aerospace and Agricultural Implement Workers of America.

The purpose of this Agreement is to establish rules for the equalization of extra work in periods of part time operations and overtime hours in accordance with the provisions of Paragraph 71 of the National Agreement.

1. Hours worked shall be credited as follows:
  - a. One (1) hour at time and one half - one and one - half (1.5) credits.
  - b. One (1) hour at double time - two (2.0) hours credit.
2. Equalization charts will be maintained and posted as follows:
  - a. Designated members of Management shall be responsible for the equalization charts.
  - b. The equalization charts shall display the employees' names and classifications, who are in the group at the effective date of this agreement and will be entered on the chart in low hours to high hours order.
  - c. The equalization lists for a particular group shall be openly displayed in mutually agreeable locations to assure adequate accessibility for all concerned.
  - d. Equalization of hours records for Division I and II employees will be updated on a weekly basis. An employee's standing on the equalization chart will not change during the period of Tuesday through Monday of the following week. As an example, the employee who is lowest in hours on the equalization chart on Tuesday, will be considered as the employee who is lowest in hours through Monday

- of the following week.
- e. For Division II employees, on the first Tuesday in August of each year, the employee lowest in hours by classification by shift will be given zero, and the chart hours of all trades will be adjusted accordingly.
  - f. For Division I employees, on the first Tuesday in August of each year, the employee lowest in hours will be given zero on the chart and the chart hours of the rest of the group will be adjusted accordingly.
3. Employees will be credited for hours worked and hours of work refused, in accordance with Paragraph 1 as follows:
- a. Absent employees who would have the opportunity to work on the basis of their standing on the equalization chart or by reason of their entire group working, shall be credited with the amount of hours involved in accordance with Paragraph 1.
  - b. When a partial crew is scheduled to work overtime, those employees who fail to report for overtime work after accepting an offer of such work, will be charged double the normal overtime hours for that date or dates.
  - c. Employees on authorized leaves of absence for a period of less than thirty (30) days will have the hours they would have had available, credited to them as provided in Paragraph 1, above, except as otherwise provided in Paragraph 3 (d) below. Employees on authorized leaves of absence for a period of thirty (30) days or more, shall cease to have available hours credited to them, and upon returning to any equalization group will be credited with the average hours of the group.
  - d. An employee who works on a paid holiday covered by Paragraph 203 of the National Agreement shall be credited only for hours paid for under the Working Hours Section and not for hours paid for under Paragraph 203.
  - e. Employees who are unable to work overtime hours otherwise available because of required attendance

at military training drills, summer camps or cruises will not be credited with such hours under Paragraph 1 and 3 (a). This will also include hours lost by reason of absence due to bereavement time off as per Paragraph 218 (b) of the National Agreement, and employees who are required to serve on jury duty.

4. Employees transferred into another equalization group shall immediately be credited with average hours of the group to which they are transferred.
  - a. Employees transferred back into the bargaining unit shall be credited with the high hours of the group to which they are assigned.
  - b. Employees transferred from one shift to another within the corresponding equalization group will be credited with the average hours of the group.
  - c. Seniority employees returning from layoff under the permanent layoff section of the Local Seniority Agreement will be charged with the average hours of the group to which they are assigned.
  - d. New hires shall be credited with the highest hours of the group to which they are assigned.
  - e. Employees who are temporarily assigned to work in a different equalization group will continue to be credited in their regular group with hours worked pursuant to Paragraph 71 of the National Agreement in the temporary assignment. However, after one full pay period (Monday through Sunday) employees temporarily assigned to a new group will be considered as being within that group for equalization purposes and given the average hours of that group. If employees are subsequently reassigned to their former group within thirty (30) days, the hours they worked pursuant to Paragraph 71 in the group to which they were temporarily assigned will be credited to their total hours in the former group as they existed at the time of the temporary assignment.
  - f. When averaging Division II employees to a shift where the equalization group consists of at least six

- (6) employees, the two (2) low hour employees as well as the two (2) high hour employees will be deleted and average hours obtained from the remainder of that classification.
5. During the period of time an employee is serving as a committeeperson, (Chairperson, Shop, District) his or her hours will not be credited nor will they show on the Equalization of Hours Chart.
    - a. When a committeeperson ceases to function as such, he or she will be charted on the equalization chart with the average hours of the equalization group to which he or she is assigned.
    - b. Employees temporarily appointed as a committeeperson for a period under thirty (30) days, their status in the respective equalization group regarding their accumulated hour total will not change. If the appointments are for a period of thirty (30) days or more, their hours will be adjusted to the average of the group upon their return to the group.
  6. When an employee works overtime or part-time outside of the equalization group or is afforded the opportunity to work overtime outside of the equalization group, and refuses such offered work, he or she shall be charged for the hours involved.
  7. When a Division I employee works overtime on a double shift, he or she shall be charged for the hours involved. When a Division I employee is offered the opportunity to work overtime on a double shift and refuses such offered work, he or she shall not be charged for the hours involved.
  8. If employees are called at home by Management for overtime work and they accept such work, they will be charged for the hours that they work. Employees called at home for notification to come to work that day, but who cannot report for work shall not be charged for such hours.
  9. Employees who do not work overtime hours due to their attendance at the Union's annual picnic will not be charged for such hours.

10. Overtime hours on the shift will be equalized among employees in the equalization group capable of performing the available work.
11. During the Christmas Holiday period and on those occasions where a holiday period begins on Monday, overtime for the weekend preceding the holiday period and the holiday period, will be offered based upon the equalization of overtime status as of the conclusion of the Sunday shift preceding the extended holiday period.
12. As a matter of normal operating practice, there will be no overtime equalization among or supplementation of any equalization groups between the Assembly Plant and the Stamping Facility.
13. For weekend overtime in Division II, employees will follow Memorandum of Understanding (MOU) 43, overtime sign-up agreement. General Provisions, Sign-up Process: During the first week of each month: ST employees will have the opportunity to notify Management (via a sign-up process, etc.) of their availability to work overtime/additional hours (in their equalization group) in each of the first two weeks of the following month (should there be work available). During the third week of each month: ST employees will have the opportunity to notify Management of their availability to work overtime/additional hours (in their equalization group) in the 3<sup>rd</sup> and 4<sup>th</sup> week of the following month (should there be work available). Example: During the 1<sup>st</sup> week in September the subject employees will have an opportunity to notify Mgt of their availability to work overtime/additional hours in Week #1 and Week #2 in October. During the 3<sup>rd</sup> week in September the subject employees will have an opportunity to notify Mgt of their availability to work overtime/additional hours in Week #3 and Week #4 in October. Once the employee signs-up to work they can unilaterally rescind their commitment, provided at least one week (7 days) of advance notice is provided in advance. If the employee is not excused and is subsequently absent; the provisions of Document 8 N.A. will be applied. This process does not have application to

line-time overtime/extra hour(s) situations. On a production (vehicle manufacturing) shift: when overtime/extra hours beyond line time is needed to complete production – the crew that was assigned to the area can be retained. This agreement does not create upon Management any back pay obligation of any type (if O.T. is cancelled, or does not come to fruition, etc.) This agreement supersedes all previous contrary existing agreements relative to ST posting and canvassing.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

**MEMORANDUM OF UNDERSTANDING  
TEAM LEADER  
DIVISION I  
STAMPING FACILITY**

The parties mutually recognize that quality and productivity are directly related to job security, and that a high level of quality and operating efficiency requires mutual respect and recognition of each other's problems and concerns.

Our experiences in the past have clearly shown us that to meet the world class quality and efficiency goals, we must work together as a team to face and beat the competition of today's global market.

All of us must accept our changing roles and responsibilities as we jointly face this challenge to maximize quality and productivity. Team Leaders play a vital role in this challenge. In an effort to tap the judgment and creativity of all employees through the team process, the following roles and responsibilities have been developed for team leaders:

**Team Leader - Division I**

1. Perform all duties and responsibilities of team members.
2. Introduce and train new members.
3. Support the operator:
  - a) Respond to quality and repair help calls.
  - b) Relieve/replace team members for meetings and/or unscheduled relief (quality, safety, emergency, medical, etc.).
  - c) Provide training and assess level of skill and proficiency of operator during training period.
  - d) Obtain necessary tools/supplies and use inventory system.
4. Proficient on all operations within the team.
5. Involved in and support continuous improvement process.
6. Maintain safe work practices and housekeeping within team.
7. Coordinate, schedule and facilitate team meetings:
  - a) Post agenda prior to meeting.
  - b) Maintain record of meeting.
8. Assist in on-line repair if necessary.

9. Assist team member when necessary in stocking operation from JIT rack.
10. Cover absentees when needed.  
(It is not Management's intent to utilize team leaders to cover absentees for extended periods of time except in abnormal situations such as excessive absenteeism).
11. Verify, through instruction, training, and monitoring of outgoing quality that team members follow and maintain standardized work, and maintain job descriptions for the team.
12. Help process salvage on a daily basis.
13. Support team activities: quality, safety, flexibility charts, process wall, etc. by maintaining charts and necessary record keeping.
14. Communicate information to and from team as required, and maintain communication with other teams and departments.
15. Assist other Team Leaders as needed.
  - Team Leader roles and responsibilities include but are not limited to the items listed above.
  - Additional duties may be jointly developed by the parties.
  - Team Leaders will be working Team Leaders.

## **TEAM LEADER SELECTION DIVISION I**

- A. Applicants for team leader openings must be assigned to the same classification and departments in which the opening occurs. In the Material and Final Process Departments, applicants for the team leader openings must be assigned to the same non-interchangeable occupational group as shown on the Material and Final Process flow charts in the Local Seniority Agreement in which the openings occurs.
- B. Applicants will state their qualifications and experience on the Team Leader application form.
- C. Applicants who have completed the team leader application form will participate in a comprehensive competency assessment and interview process. The assessment will take into consideration each applicant's qualifications, capabilities, experience, attendance and

discipline record. Applicants that do not successfully complete the assessment process may attend related training that is made available at the plant during regular production schedule.

- D. The highest seniority applicant who has successfully completed the Team Leader Assessment and interview process and is capable of performing the job, will be automatically granted the transfer.
1. Team Leader competencies requirements include, but are not limited to the following: Be a variable operator at the Level Three (3) rate of pay.
  2. Capable of performing all of the jobs within the team where the opening occurs.
  3. Good writing and oral communications skills.
  4. Ability/willingness to make oral presentations both within the team and to groups outside of the team.
  5. Ability (or willingness to learn) to use computers.
  6. Good attendance record.
  7. Willingness to lead problem-solving efforts of the team.
  8. Willingness to travel (example: To other facilities to review their operation/processes, to Detroit, etc.).
  9. Willingness to maintain flexible work schedule.

## **TEAM LEADER REASSIGNMENT PROCESS DIVISION I**

If team members have concerns about the performance of a Team Leader, they should first bring their concerns to the team's Group Leader and Committeeperson so that they may have the opportunity to resolve the concerns with the Team Leader. If the concerns still can't be resolved, the team members may bring their concerns to the Shift Leader or Area Manager and the Shop Committeeperson; and if they still can't be resolved, other avenues may be explored to address the team's concerns.

In the event it is found that the Team Leader is unable to perform the duties assigned to him or her, and it becomes necessary for Management to reassign the Team Leader, the following procedure will apply:

If reassignment occurs prior to thirty days on the job, the employee will be returned to his or her former operation

and/or team if seniority permits. If reassignment occurs after thirty days on the job, the employee will test his or her seniority within the occupational group and, seniority permitting, either fill an available departmental opening or bump the low seniority employee. Documentation supporting the reason for reassignment will be the responsibility of Management. A new Team Leader will be selected by following the application process detailed above for Division I.

### **TEAM LEADER PAY DIVISION I**

It is recognized that the duties and responsibilities of the Team Leader are above and beyond the requirements of those of team members and are critical to the support of the operator. Accordingly, the Team Leader's hourly rate of pay shall be fifty cents (\$1.00) per hour above that of the highest pay-for-knowledge rate in his classification.

In the event it is necessary to replace the Team Leader, the employee who performs this function will be compensated as follows: If the employee is assigned to perform the higher rated Team Leader function for one (1) hour or more, the employee will be paid the Team Leader rate of pay for all hours worked on that shift.

### **TEAM MEMBER ROLES AND RESPONSIBILITIES**

It is the intent of the parties to develop a culture within the Wentzville Assembly facility which will lead to the manufacture of a world class, quality product at a competitive cost. Primary to this cultural change is the joint recognition that people are our most important resource. It is recognized that by promoting an environment which continually reinforces the need for mutual trust and respect, all employees will have the opportunity to develop to their full potential.

Team Member Responsibilities: Responsibilities include, but not limited to, the following:

- Participate in team/group meeting.
- Check workstation readiness for production.
- Follow standardized work in the station.
- Signal out-of-standard conditions (use Andon).

Apply material pull system.  
Follow and apply required safety rule.  
Rotate as scheduled.  
Perform 5S tasks & maintain workplace organization.  
Perform TPM/PMP tasks in adherence to the National Agreement.  
Participate in scheduled training.  
Provide information during layered audits.  
Submit near miss reports.  
Participate in the problem solving activities as required.  
Participate in waste elimination and CIP activities as required.  
Raise concerns, seek explanation on concerns raised.  
Maintain regular attendance.  
Know all quality standards.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

**MEMORANDUM OF UNDERSTANDING  
THIRD SHIFT (SUNDAY NIGHT) STARTING TIME  
STAMPING FACILITY**

This Agreement entered into this 28<sup>th</sup> day of October, 2016 between the General Motors Vehicle Manufacturing Wentzville Assembly Center, General Motors LLC herein referred to as Management, and the Shop Committee of Local Union No. 2250, UAW, herein after referred to as the Union.

The purpose of this Understanding is the change “the working week” for all third shift employees and accordingly the rules for computing overtime premium pay for those employees regularly assigned to third shift operations.

The Paragraphs of the “Working Hours” Section of the 2015 UAW-GM National Agreement between General Motors LLC, and the U.A.W. shall apply for these employees except as provided below:

For the purpose of computing overtime pay

(82) Employees will be compensated on the basis of the calendar day (midnight to midnight) on which their shift starts working, for the regular working hours of that shift. The employee's working week shall be a calendar week beginning on Sunday at the regular starting time of the shift to which they are assigned.

1. Employees will be compensated on the basis of the calendar day (midnight to midnight) on which their shift starts working, for the regular working hours of that shift. The third shift employees' working week shall be a calendar week beginning on Sunday at the regular starting time of the activity to which they are assigned.
2. Third shift employees shall be paid straight time:
  - A. For the first forty (40) compensated hours in the employee's working week, less all time for which holiday overtime has been earned.
  - B. Employees who are on an approved and verified leave of absence pursuant to paragraph 109 will receive credit toward the forty (40) hour minimum threshold for overtime premium payment.
3. Third shift employees shall be paid time and one-half:

- A. For time compensated in excess of forty (40) hours in the employee's working week, except if such time is worked on a Saturday or holiday when double time will be paid as provided below:
- 4. Third shift employees shall be paid double time:
    - A. For time compensated during the regular working hours of their shift that starts on a Saturday, and on each holiday specified in Paragraph (203) of the National Agreement, and for time compensated in excess of eight hours on a shift which starts the previous day and runs over into Saturday or holiday specified in Paragraph (203).

The Local parties may, by mutual agreement, waive the provisions of this agreement and reinstate the applicable provisions of the Working Hours Section of the National Agreement during specific periods.

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 that such cancellation, change, or modification becomes effective, give notice in writing of the proposed cancellation, change, or modification. Within ten (10) working days after receipt of notice to modify the Agreement, a conference will be arranged to negotiate the proposal.

This Agreement is subject to written notice of ratification by the Local Union to be given to the Local Management not later than the 29<sup>th</sup> of October, 2016 . After such notice of ratification is received from the Local Union by Management, this Agreement will be effective as provided for herein upon approval of the General Motors Corporation and the International Union, UAW.

**Local 2250, UAW**

Mike Bullock

Dale Averitt

Torkey Graham

Chris Welling

Ernie Pace

Susan Abrams

Walt Kujawa

**General Motors LLC**

Shelly Hart

George Herina

**MEMORANDUM OF UNDERSTANDING  
TEAM LEADER  
DIVISION II  
STAMPING FACILITY**

The parties mutually recognize that quality and productivity are directly related to job security, and that a high level of quality and operating efficiency requires mutual respect and recognition of each other's problems and concerns.

Our experiences in the past have clearly shown us that to meet the world class quality and efficiency goals, we must work together as a team to face and beat the competition of today's global market.

All of us must accept our changing roles and responsibilities as we jointly face this challenge to maximize quality and productivity. Team leaders play a vital role in this challenge. In an effort to tap the judgment and creativity of all employees through the team process, the following roles and responsibilities have been developed for team leaders:

**Team Leader - Division II**

1. Introduce and train new members. Coordinate follow up training requirements with Group Leader approval.
2. Involved in and support continuous improvement process.
3. Maintain safe work practices and housekeeping within teams.
4. Coordinate and schedule meetings:
  - (a) Post agenda prior to meeting.
  - (b) Maintain record of meeting.
5. Coordinate preventive maintenance tasks in and out of the teams. Check maintenance repair items.
6. Coordinate breakdown reviews from the teams and make recommendations.
7. Participate in "C-MORE" and "THROUGH-PUT" meetings.
8. Coordinate disbursement of safety equipment and communicate safety information.
9. Assist in control and procurement of expense store items.
10. Assist in procurement of manuals, prints, layouts and

other information on equipment and machinery as needed.

11. Assist in other areas when needed.
12. Interact in problem solving groups in both production and skilled trades groups.
13. Provide leadership and coordinate, in setting goals for schedule, equipment up-time, and product quality through daily audits, etc.
14. Provide leadership and coordination, to develop and implement a scrap reduction program.
15. Check startup attendance and assist in arranging coverage.
16. Verify accuracy of Paragraph 71 charts.
17. Accept assignment of a radio to facilitate communication.
18. Provide leadership and coordination in implementing quality plans.
19. Communicate information to and from teams as required, and maintain communication with other teams, departments and shifts.

The above functions may not be applicable to all team leaders. Additional duties may be jointly developed by the parties.

Team Leaders in all Maintenance areas will be working Team Leaders.

### **TEAM LEADER SELECTION DIVISION II**

- A. Applicants for team leader openings must be assigned to the department in which the opening occurs. In any department where there is more than one team leader, the selection process may be modified as follows: applicants must be assigned to the same team and department in which the opening occurs.
- B. Applicants will state their qualifications and experience on the application form.
- C. Applicants who have completed the team leader application form will participate in a comprehensive

competency assessment and interview process. The assessment will take into consideration each applicant's qualifications, capabilities, experience, attendance and discipline record. Applicants that do not successfully complete the assessment process may attend related training that is made available at the plant during the regular production schedule

- D. The highest seniority applicant capable of performing the job and who otherwise meets the eligibility requirements of the job as detailed below, will be automatically granted the transfer.
- E. Team Leader eligibility requirements are:
  1. Good writing and oral communications skills.
  2. Ability/willingness to make oral presentations both within the teams and to groups outside of the teams.
  3. Ability (or willingness to learn) to use computers.
  4. Good attendance record.
  5. Willingness to lead problem-solving efforts.
  6. Willingness to travel (example: To other facilities to review their operation/processes, to Detroit, etc.).
  7. Willingness to maintain flexible work schedule.

## **TEAM LEADER REASSIGNMENT PROCESS DIVISION II**

If team members have concerns about the performance of a Team Leader, they should first bring their concerns to the team's Group Leader and Committeeperson so that they may have the opportunity to resolve the concerns with the Team Leader. If the concerns still can't be resolved, the team members may bring their concerns to the Shift Leader and Shop Committeeperson; and if they still can't be resolved, other avenues may be explored to address the team's concerns.

If the issue still cannot be resolved the employee will be reassigned by Management to a job within the employee's classification. Documentation supporting the reason for reassignment will be the responsibility of Management. A new Team Leader will be selected by following the application process detailed above for Division II.

**TEAM LEADER PAY  
DIVISION II**

It is recognized that the duties and responsibilities of the Team Leader are above and beyond the requirements of those of team members and are critical to the support of the operator. Accordingly, the Team Leader's hourly rate of pay shall be fifty cents (\$1.00) per hour above that of the highest pay-for-knowledge rate in his classification.

In the event it is necessary to replace the team leader, the employee who performs this function will be compensated as follows: If the employee is assigned to perform the higher rated Team Leader function for one (1) hour or more, the employee will be paid the Team Leader rate of pay for all hours worked on that shift.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

**STATEMENTS FOR THE MINUTES**  
**STAMPING FACILITY**

- A. Any opening that results in the Assembly Plant from a non-skilled transfer from the Assembly Plant to the Stamping Facility, may constitute an opening for the purpose of applying the "Memorandum of Understanding, Permanent Openings Within Body, Paint, Trim and Chassis Production Departments" of the Wentzville Assembly Center Local Agreement.
- B. Any opening that results in the Assembly Plant from a skilled transfer from the Assembly Plant to the Stamping Facility, will not constitute an opening for the purpose of applying the skilled trades transfer provisions of the Wentzville Assembly Center Local Agreement.
- C. Any issues that arise in regards to Paragraph 10 of the "Contiguous Stamping Memorandum of Understanding" will be discussed between the parties.

**Local 2250, UAW**

Mike Bullock  
Dale Averitt  
Torkey Graham  
Chris Welling  
Ernie Pace  
Susan Abrams  
Walt Kujawa

**General Motors LLC**

Shelly Hart  
George Herina

**MOU SKILLED**

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**Memorandum of Understanding (MOU)  
Regarding Non-Strategic Work Addendum  
(MOU 13, 14, 16, 17, 20, 21, 23, 24, 27, 29, 31, 33, 35)**

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 and the required minimum 93% attainment of COA as required by the National Parties require a comprehensive transition plan. 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>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
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.	Exit as requirements exceed resources
Painting /Glazing (major/minor) Signage/stenciling, facility/building painting, structural/equipment/production aids, painting, aisle/parking lot striping, rack/container painting, piping, platforms.	Exit major/minor as requirements exceed resources*
Carpentry (major/minor) Crafting, hanging signs/banners, platforms, benches, catwalks, racks, tables, drywall Repair/replace office furniture, tables, cabinets).	Exit major/minor as requirements exceed resources*

<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> <li>• Fixture re-lamping/ replacement (major/minor)</li> <li>• Asbestos/PCB maintenance, remediation and removal</li> </ul>	<p>Exit major/minor as requirements exceed resources*</p>
<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>	<p>Exit as requirements exceed resources</p>
<p>High Voltage Electrical Distribution</p> <ul style="list-style-type: none"> <li>• 13,200 volts and above</li> </ul>	<p>Exit as requirements exceed resources</p>
<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>	<p>Exit major/minor as requirements exceed resources*</p>
<p>Building Electrical (major/minor)  Repairs of building electrical systems</p>	<p>Exit major/minor as requirements exceed resources*</p>
<p>Crane hoist repair/replacement (major/minor)  Repair/replacement of overhead cranes/hoists</p>	<p>Exit major/minor as requirements exceed resources*</p>

\*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 Unions 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.

**Attachment A: Doc 159 Major/Minor Clarification -  
Wentzville Plant**

	<b>Major</b>	<b>Minor</b>
Painting Glazing	Facility building Major inside / outside walls	Touch up - damaged / repaired / replaced area and / or items
	Parking lot striping	
	Routine scheduled aisle striping	Restriping after repairs, replacement, or rearrangement
Signage	Large and / or multiple signs	Single / unique sign / one of a kind / stenciling
Carpentry	Concrete (non-process) work involving saw cutting or forms	Crating - limited quantities
	Major office rearrangements refurbishments	Benches / catwalks/ platforms / racks / tables / production aids - repair modification
	Erecting walls; tape mud, and finish	Drywall - rework / repairs/ replacements
Building envelope	Roofing scheduled repairs and replacement	Roofing - emergency repairs, small patching
	Major repair / replacement of walls, windows, and doors (e.g. roll up doors, pedestrian)	Minor repairs to address immediate or those associated with normal maintenance of equipment during PMs
	Replacement of dock doors, overhead heaters, dock shelters	PM and minor repair of walls, windows, doors and door component replacement

Specialty Maintenance	Major relamping / refixturing of facility e.g. Body, Paint, GA Interior and exterior, office lighting	Minor relamping of process area lighting and task lighting.
Building Mechanical	Repair of plant wide utility distribution systems (natural gas, compressed air, steam, water, condensate, trade waste lines, manufacturing fluids) All repairs above bottom cord of truss.	Emergency response to utility distribution systems. Repairs and maintenance of process related utilities below bottom cord of truss. PMs and minor maintenance to condensate recovery systems.
	Non process related equipment e. g. Restrooms, locker rooms utility and fixtures, break areas etc	PMs and associated minor repairs on docks, dock locks, dock doors, and man doors.
	Repairs and maintenance of all out building associated equipment. e.g. Training Center, emergency generators, guard house etc.	PMs and associated minor repairs on building HVAC.
	Backflow preventer installation, testing, and repair	Backflow preventer (Process related ) repair / replace
Building Electrical	Repairs of non-process building electrical systems e.g. o/h lighting, outside signs, office utilities.	All process related electrical systems e.g. conveyor systems, robots, process controls

High voltage Electrical distribution	13,200 V and above	Emergency switching by qualified employees
	Electrical power distribution systems PMs, repairs, and refurbishments e.g. substations	Minor < 600 V repairs of related electrical equipment (such as control centers, lighting panels, receptacles, fuses, disconnect switches and motor starters)
	480 V Buss systems New installation, major repair (more than three sections).	480 V Buss stabs, minor repairs to Buss Way (< three sections)
Crane / hoist Repairs	Major repairs to non- process hoists (e.g. fork truck repair, power house, sludge) and cranes e.g. changing pulleys, cables, trolleys, gearboxes, electrical systems. Annual certifications if required.	Preventative maintenance tasks and associated minor repairs on same.

**Memorandum of Understanding (MOU)**  
**Other Facility Non-Core Maintenance**  
**Pump/Spindle Repair**  
**(MOU 18)**

**Description:** Pump / Spindle Repair

**Major:**

- Major pump and spindle repair and rebuilds (all ‘ship-outs’).
- All work associated with sewer lift station pumps.

**Minor:**

- Any actions required to maintain operations.
- Minor pump and spindle repairs (‘fix in-house’).

**Memorandum of Understanding (MOU)**  
**Other Facility Non-Core Maintenance**  
**Dolly Repair**  
**(MOU 19)**

**Description:** Dolly Repair

**Major:** All building and major repairs of dollies (all wheeled material carrying vehicles).

**Memorandum of Understanding (MOU)  
Other Facility Non-Core Maintenance  
Powerhouse/Wastewater Treatment  
(MOU 22)**

**Description:** Powerhouse / Wastewater Treatment

Settled on the basis that all waste water treatment operations currently performed by bargaining unit Stationary Engineers will be permanently subcontracted without any utilization requirements.

**Memorandum of Understanding (MOU)  
Other Facility Non-Core Maintenance  
Electrical/Electronic/Instrument Repair  
(MOU 25)**

**Description:** Electrical/Electronic/Instrument Repair

**Major:**

- All work associated with Electronics, Instrument Repair
- Major electrical component repair.

**Memorandum of Understanding (MOU)**  
**Other Facility Non-Core Maintenance**  
**Repair of Supplier Parts / Equipment (e.g. Scrubbers)**  
**(MOU 26)**

**Description:** Repair of Supplier Parts / Equipment (e.g. Scrubbers)

Any third party equipment, tools and materials to be maintained by third party.

This MOU is settled on the basis that any and all repair of third party equipment, tools, parts, materials and the like will be performed by the third party. It is recognized that the subject third party equipment maintenance and repairs will take place on the premises. In the case of the repair of third party equipment that is large and mobile (example: mobile equipment such as a scrubber or fork truck) these repairs will occur in a jointly specified on-site location and not within the confines of the Main Plant, Power House or Stamping Plant.

Note: 3rd party equipment (including tools, materials, parts) is defined to be any equipment which is not owned, leased or rented by GM).

**Memorandum of Understanding (MOU)**  
**Other Facility Non-Core Maintenance**  
**Machine/Motor Rebuild**  
**(MOU 28)**

**Description:** Machine/Motor Rebuild

**Major:** All work associated with machine rebuilds (ie: lathes, CNC & end mills) and motor rebuilds.

**Memorandum of Understanding (MOU)**  
**Other Facility Non-Core Maintenance**  
**Electrical**  
**(MOU 30)**

**Description:** Electrical

**Major:**

- All major work (install / replace / upgrade / repair) associated with IS&S and IT: transport equipment, infrastructure changes (coax, fiber optic, cat 5, and similar), communication equipment.
- Major outdoor lighting/electrical.
- Major electrical work associated with plant owned Cafeteria equipment.
- Repairs, replacement, installation of building electrical systems.
- Major installation & repair of plant wide electrical distribution system (i.e. 'BUSWAY' Systems').
- All major repairs, replacement, installation of building security systems (camera, gates, controls, horns/whistles annunciation systems).

**Minor:**

- Minor repairs required to address immediate needs.
- The delivery and installation of IT hardware equipment on the plant floor, including all deliveries to the mezzanine, which is directly associated with the production manufacturing process. (ie – 'take one out' and 'put one in').
- Minor work (install / replace / upgrade / repair) associated with IS&S and IT: transport equipment, infrastructure changes, communication equipment.
- Minor outdoor lighting/electrical.
- Minor electrical work associated with plant owned Cafeteria equipment.
- Minor repairs & replacement to building electrical systems
- Minor repair of plant wide electrical distribution system.
- Minor emergency building security system repairs to support the operation.

**Memorandum of Understanding (MOU)**  
**Other Facility Non-Core Maintenance**  
**Mechanical**  
**(MOU 32)**

**Description:** Mechanical

**Major:**

- Major mechanical work associated with roof mounted process equipment (i.e. exhaust, cooling towers, ASH's, REV's, SAUs, A/C, chillers)
- Major work associated with process piping which is greater than 4 inch pipe.
- Major work associated with trestle piping and trestles.
- Major repair & maintenance associated with fan farm, wind tunnel and central sludge.
- Major work associated with weld water system.
- Major work associated with exhaust systems, air supplies (i.e. torits, final process exhaust).
- Major installation and repair of plant wide utility distribution systems (natural gas, compressed air, steam, water, condensate, trade waste lines, manufacturing fluids).
- All fencing, railroads, parking lots, roads,
- All major repairs, replacements, maintenance and installations: walls, floors, windows, doors (i.e. roll-up doors, pedestrian doors, fire doors, door heaters, door hardware), docks (i.e. dock related equipment such as; dock locks).
- All concrete/masonry work.

**Minor:**

- Any actions required to maintain operations.
- Minor mechanical work associated with roof mounted process equipment (exhaust, cooling towers, ASH's, REV's, SAUs, A/C, chillers.)
- Minor work associated with process piping which is 4 inch pipe or smaller.
- Minor work associated with trestle piping and trestles.
- Minor repair & maintenance associated with fan farm, wind tunnel and central sludge.
- Minor work associated with weld water system.

- Minor work associated with exhaust systems, air supplies (i.e. torits, final process exhaust).
- Minor installation and repair of plant wide utility distribution systems (natural gas, compressed air, steam, water, condensate, trade waste lines, manufacturing fluids). Includes equipment 'tie-in'.
- Minor repairs associated with walls, floors (i.e. - epoxy crack filling), windows and doors (i.e. roll- up doors, pedestrian doors, fire doors, door heaters, door hardware), docks (i.e. dock related equipment such as; dock locks).

**Memorandum of Understanding (MOU)**  
**Other Facility Non-Core Maintenance**  
**Filter Changes**  
**(MOU 34)**

**Description: Filter Changes**

**Major:**

- All filter changes. – Filter changes: Process Filter houses, Building air supply houses, Paint oven and Paint booth filters, 'torit' filters.

**Minor:**

- Any actions required to maintain operations.
- Robot central panel filters changes Division 2 & Elpo system filter changes Division I. Paint system liquid filters (Division I).

## **Memorandum of Understanding (MOU) Full Utilization (MOU 36)**

**Description:** No overtime obligations as a result of subcontracting (including suppliers, service contracts, warranty, vendors).

In order to comply with the provisions of Paragraph 183(c) of the National Agreement and Document 160 of the Modified 2007 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.

Examples:

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

(b) Contractor is working 100 people, 10 hours per day, for 5 days. GM resources available are 50 employees. Hours obligation created is  $50 \times 10 \times 5 = 2500$  hours to be offered:

**On production days**, only the hours offered in excess of eight (8) will be applied to the obligation created.

**On non-production days**, all hours will be applied to the obligation created. Only hours worked will be deducted unless 100% of the affected trade is offered. In that case, all hours offered will be deducted.

The affected trade will be offered 12 hours the days the contractor is on-site, up to the obligation created, 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 covering vacations, 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.

**Memorandum of Understanding (MOU)**  
**Skilled Trades Classifications**  
**(MOU 37)**

**Description:** Reduce manufacturing support classifications to electrical and mechanical (exceptions for engineering operations, die makers for stamping) with can do/will do job flexibility.

In accordance with the N.A. and in order to meet established competitive requirements; GM-Wentzville Plant Management and the local Union have agreed to: A consolidated skilled trades classification structure with three (3) core skilled trades groupings: ELECTRICAL, MECHANICAL and TOOL & DIE which will operate in the below described manner.

ELECTRICAL - Which is comprised of the existing local base classification of; 'Electrician'.

MECHANICAL - Which is comprised of the existing base classifications of; 'Millwright', 'Pipefitter', 'Machine Repair Machinist' and 'Tool Maker'.

TOOL & DIE - Which is comprised of the existing base classification of; 'Die Maker'.

\* \* \* \* \*

The non-strategic skilled trades classifications of; 'Tinsmith', 'Painter' and 'Carpenter' will be fully and permanently depopulated and eliminated. The displaced tradespersons from these classifications will be placed in accordance with the applicable provisions of the N. A. The placement of tradespersons from the eliminated Non-Strategic ST classifications of 'Tinsmith', 'Carpenter' and 'Painter' will be as follows:

- The 2 displaced 'Tinsmiths' will be placed into the 'Millwright' trade.
- The 4 displaced 'Carpenters' will be placed into the 'Millwright' trade.
- The 5 displaced 'Painters' will be proportionately placed in to the trades of; 'Pipefitter' and 'Tool Maker', with no more than 3 'Painters' being placed into any one of these two

trades. (Placement of the displaced Painters into the Pipefitter and Tool Maker trades will be based on seniority.)

The PAINTERS, TINSMITHS and CARPENTERS will carry their skilled trades date into their new trade with the understanding that they may be utilized to perform work associated with their prior trades.

A locally established retraining program will be developed. Competency based training, and training which comprehends advancing technologies will be utilized where deemed appropriate. (MOU #40)

**Memorandum of Understanding (MOU)**  
**Classification**  
**Weld Cap Change Job Assignment**  
**(MOU 39)**

**Description:** Any certified team members with lock out training can be allowed to change weld caps, etc.

The parties agreed that the job assignment of changing weld caps will no longer fall solely within the scope of work to those employees classified as Skilled Trades. A properly trained division I or division II employee may be allowed to change weld caps.

The training will include, but not limited to, Lock out/Safety Training, basic hand tools and appropriate On-the-Job training.

It is further understood and agreed between the parties that this understanding is entered into good faith and is designed to posture the Wentzville Assembly Center is a favorable competitive position, and such, the parties will mutually work to satisfactorily resolve any problems that may arise.

**Memorandum of Understanding (MOU)**  
**Skilled Trades**  
**Communication Devices**  
**(MOU 41)**

**Description:** Mandatory use of communications devices as required (PDA, radio, etc)

During these negotiations the parties discussed and confirmed that all tradesmen are to use (mandatory) communication devices as required (example: PDA, radio, NexTel, pagers).

**Memorandum of Understanding (MOU)**  
**Skilled Trades**  
**MAXIMO**  
**(MOU 42)**

**Description:** All Maximo modules will be utilized for continuous improvement by Management and the Union.

During these negotiations the parties discussed and confirmed that all MAXIMO modules will be utilized for continuous improvement by Management and the Union.

**Memorandum of Understanding (MOU)**  
**Skilled Trades**  
**“Low-Man Agreements”**  
**(MOU 44)**

**Description:** No “low-man agreements” (Eliminate agreements/practices where back pay is a given)

- During these negotiations the parties discussed and confirmed that there is no “low-man” agreement/practices at the Wentzville Assembly Center.
- The “key person” provisions of the L.A. will be removed. O.T. will be offered in accordance with Para 71 of the N.A.

**Memorandum of Understanding (MOU)**  
**Job Continuation**  
**(MOU 54)**

**Description:** Continuation of job assignment on weekends as well as daily

During these negotiations the parties discussed and confirmed that:

- As it pertains to Skilled Trades: There are no local restrictions which restrict employees from working into another shift
- Employees who are not part of the job continuation and are not given the opportunity to work will not be charged on the overtime equalization chart.
- As it pertains to Skilled Trades: During periods of overtime when a particular task is scheduled to be performed and completed on a Saturday and it does not get completed, then the same ST crew that was working on the job on Saturday will be scheduled (will be offered) to work on Sunday.

**Memorandum of Understanding (MOU)**  
**Equalization Grouping**  
**(MOU 56)**

**Description:** Separate equalization for project crew during periods of project work

During these negotiations the parties discussed and confirmed that when a separate project crew is formed; there will be separate equalization for the project crew during the period of the project work.

**Memorandum of Understanding (MOU)  
Equalization Grouping  
(MOU 57)**

**Description:** Equalization of hours by department including (Body, Paint, GA, etc)

ST equalization of OT/extra hours will be as follows:

Mon, Tue, Wed, Thu & Fri OT/extra hours - will be equalized by trade, by team, by Dept, by shift.

Sat & Sun OT/extra hours - will be equalized by trade, by shift.

**Memorandum of Understanding (MOU)  
Work Commitment  
(MOU 58)**

**Description:** Employee commitment to work overtime with corrective discipline for no show and ability to contract without full utilization obligation if not enough resources come in to work.

As it pertains to work ‘normally and historically’ performed local Skilled Tradespersons:

In those situations where ST employees commit to work and then fail to report to work; that work can be contracted without full utilization obligations.

**Memorandum of Understanding (MOU)**  
**Transfers**  
**Limit/Freeze Manpower**  
**(MOU 63)**

**Description:** Limit/freeze manpower movement during launches, rerates, shift reduction or any other mutually recognized problem period.

The parties recognized the cumbersome tasks associated with employee movement during periods such as those outlined under the provisions of **Document # 70** of the GM-UAW National Agreement, and the negative impact that these movements have on both our employees and overall plant operations.

In that regard, Management will advise the Union when it contemplates suspending provisions under this document and provide written notification to include beginning and ending dates. Following this, any further deviation to the original suspension will be discussed and resolved between the parties. Should the local parties fail to resolve any disputes, Document # 70 of the National Agreement will apply.

**Memorandum of Understanding (MOU)**  
**Absentee Pool**  
**(MOU 64)**

**Description:** Eliminate all Absentee Replacement (AR) Pool Agreements

The parties agreed that agreements and unwritten practices that mandate a specific or average number of AR pools on each shift, department, or team, are cost inefficient.

Therefore, the parties agreed to eliminate all AR percentages and headcount requirements relative to AR pools identified in the local agreement that are not compliant with MOU 64.

Additionally, Management is committed to determine, on an ongoing basis, the requirements for absentee replacements, in line with business objectives.

It is further understood and agreed between the parties that this understanding is entered into good faith and is designed to posture the Wentzville Assembly Center in a favorable competitive position, and such, the parties will mutually work to satisfactorily resolve any problems that may arise.

**Memorandum of Understanding (MOU)**  
**Headcount**  
**Fixed Headcount**  
**(MOU 68)**

**Description:** Eliminate fixed headcount agreements or unwritten practices that require certain manpower inefficiencies.

The parties agreed that fixed headcount agreements or unwritten practices that mandate certain manpower requirements, are inefficient and hurt the competitiveness of the Wentzville Assembly Center.

Therefore, the parties agreed to eliminate all fixed headcount agreements or unwritten practices, except those mandated by health and safety, identified in the local agreement that are not compliant with MOU 68 allowing Management to effectively determine the required number of resources in line with business objectives.

It is further understood and agreed between the parties that this understanding is entered into good faith and is designed to posture the Wentzville Assembly Center in a favorable competitive position, and such, the parties will mutually work to satisfactorily resolve any problems that may arise.

**Memorandum of Understanding (MOU)**  
**Relief Time**  
**Flexibility to Move Breaks/Lunch**  
**(MOU 81)**

**Description:** Provides flexibility to Management to move breaks and lunch in response to production disruptions.

The parties recognized the need for Management to have the flexibility to alter established breaks and lunch times during periods of production disruptions.

In this regard, Management will have the flexibility to move lunch or breaks, but also recognizes that changes to lunch breaks prior to four (4) hours after the start of the regular production shift is undesirable.

In addition, Management is committed to provide notification to the Shop Committee, as far in advance as possible, of any such change.

It is further understood and agreed between the parties that this memorandum of Understanding (MOU) is entered into good faith and is designed to posture the Wentzville Assembly Center in a favorable competitive position, and such, the parties will mutually work to satisfactorily resolve any problems that may arise.

**Memorandum of Understanding (MOU)**  
**Other**  
**(MOU 86)**

**Description:** Pay for only hours actually worked when assigned out of plant.

This Management Initiative is resolved on the basis that employees who are approved by Management to attend functions outside the plant premises will be paid only for the hours that they actually work at those functions. In any event, employees so involved will not be paid any time in excess of the hours that they would otherwise have available to them had they been working in the plant.

## RELIEF CYCLE

### 20 MINUTE RELIEF

OVERTIME (MIN)	RELIEF (MIN)
6	0
12	1
18	2
24	2
30	3
36	3
42	4
48	4
54	5
60	5
66	6
72	6
78	7
84	7
90	8
96	8
102	9
108	9
114	10
130	10

### LINE SPEED CONVERSION

MINS.	PROD.	MINS.	PROD.	MINS.	PROD.	MINS.	PROD.
3.00	20.00	2.70	22.22	2.40	25.00	2.10	28.57
2.99	20.07	2.69	22.30	2.39	25.10	2.09	28.71
2.98	20.13	2.68	22.39	2.38	25.21	2.08	28.85
2.97	20.20	2.67	22.47	2.37	25.32	2.07	28.99
2.96	20.27	2.66	22.56	2.36	25.42	2.06	29.13
2.95	20.34	2.65	22.64	2.35	25.53	2.05	29.27
2.94	20.41	2.64	22.73	2.34	25.64	2.04	29.41
2.93	20.48	2.63	22.81	2.33	25.75	2.03	29.56
2.92	20.55	2.62	22.90	2.32	25.86	2.02	29.70
2.91	20.62	2.61	22.99	2.31	25.97	2.01	29.85
2.90	20.69	2.60	23.08	2.30	26.09	2.00	30.00
2.89	20.76	2.59	23.17	2.29	26.20	1.99	30.15
2.88	20.83	2.58	23.26	2.28	26.32	1.98	30.30
2.87	20.91	2.57	23.35	2.27	26.43	1.97	30.46
2.86	20.98	2.56	23.44	2.26	26.55	1.96	30.61
2.85	21.05	2.55	23.53	2.25	26.67	1.95	30.77
2.84	21.13	2.54	23.62	2.24	26.79	1.94	30.93
2.83	21.20	2.53	23.72	2.23	26.91	1.93	31.09
2.82	21.28	2.52	23.81	2.22	27.03	1.92	31.25
2.81	21.35	2.51	23.90	2.21	27.15	1.91	31.41
2.80	21.43	2.50	24.00	2.20	27.27	1.90	31.58
2.79	21.51	2.49	24.10	2.19	27.40	1.89	31.75
2.78	21.58	2.48	24.19	2.18	27.52	1.88	31.91
2.77	21.66	2.47	24.29	2.17	27.65	1.87	32.09
2.76	21.74	2.46	24.39	2.16	27.78	1.86	32.26
2.75	21.82	2.45	24.49	2.15	27.91	1.85	32.43
2.74	21.90	2.44	24.59	2.14	28.04	1.84	32.61
2.73	21.98	2.43	24.69	2.13	28.17	1.83	32.79
2.72	22.06	2.42	24.79	2.12	28.30	1.82	32.97
2.71	22.14	2.41	24.90	2.11	28.44	1.81	33.15

### LINE SPEED CONVERSION

MINS.	PROD.	MINS.	PROD.	MINS.	PROD.	MINS.	PROD.
1.80	33.33	1.50	40.00	1.20	50.00	0.90	66.67
1.79	33.52	1.49	40.27	1.19	50.42	0.89	67.42
1.78	33.71	1.48	40.54	1.18	50.85	0.88	68.18
1.77	33.90	1.47	40.82	1.17	51.28	0.87	68.97
1.76	34.09	1.46	41.10	1.16	51.72	0.86	69.77
1.75	34.29	1.45	41.38	1.15	52.17	0.85	70.59
1.74	34.48	1.44	41.67	1.14	52.63	0.84	71.43
1.73	34.68	1.43	41.96	1.13	53.10	0.83	72.29
1.72	34.88	1.42	42.25	1.12	53.57	0.82	73.17
1.71	35.09	1.41	42.55	1.11	54.05	0.81	74.07
1.70	35.29	1.40	42.86	1.10	54.55	0.80	75.00
1.69	35.50	1.39	43.17	1.09	55.05	0.79	75.95
1.68	35.71	1.38	43.48	1.08	55.56	0.78	76.92
1.67	35.93	1.37	43.80	1.07	56.07	0.77	77.92
1.66	36.14	1.36	44.12	1.06	56.60	0.76	78.95
1.65	36.36	1.35	44.44	1.05	57.14	0.75	80.00
1.64	36.59	1.34	44.78	1.04	57.69	0.74	81.08
1.63	36.81	1.33	45.11	1.03	58.25	0.73	82.19
1.62	37.04	1.32	45.45	1.02	58.82	0.72	83.33
1.61	37.27	1.31	45.80	1.01	59.41	0.71	84.51
1.60	37.50	1.30	46.15	1.00	60.00	0.70	85.71
1.59	37.74	1.29	46.51	0.99	60.61	0.69	86.96
1.58	37.97	1.28	46.88	0.98	61.22	0.68	88.24
1.57	38.22	1.27	47.24	0.97	61.86	0.67	89.55
1.56	38.46	1.26	47.62	0.96	62.50	0.66	90.91
1.55	38.71	1.25	48.00	0.95	63.16	0.65	92.31
1.54	38.96	1.24	48.39	0.94	63.83	0.64	93.75
1.53	39.22	1.23	48.78	0.93	64.52	0.63	95.24
1.52	39.47	1.22	49.18	0.92	65.22	0.62	96.77
1.51	39.74	1.21	49.59	0.91	65.93	0.61	98.36
						0.60	100.00

## **TORNADO ALERT AND PLANT EVACUATION PROCEDURES**

Realizing that an emergency in the form of fire, explosion or tornado, etc. may strike anywhere at any time, it is essential that adequate measures be taken beforehand to safeguard the lives and welfare of our employees and to prevent damage to and destruction of the plant if such an emergency should occur.

To meet our responsibility for safeguarding our employees, we have designated these procedures so that each employee will know what he or she is to do and where he or she is to go in case of an emergency that requires shelter or evacuation.

Review the procedures carefully and thoroughly. Determine the quickest and safest routes to exits and shelter areas.

### **PLANT EVACUATION PROCEDURE**

The signal to evacuate the plant is a continuous audible high to low frequency sound of a wailing siren on the plant signaling system.

### **PLANT EVACUATION ROUTES**

Be familiar with the plant layout map showing, plant exit points and general routes from various plant areas. Determine the best exit route from your assigned area. Plant layouts indicating evacuation routes are posted at various locations throughout the plant and in most team centers and Group Leaders' offices. Evacuation routes are indicated in red on the plant layout.

### **TAKE SHELTER PROCEDURE**

In the event it becomes necessary for employees in the plant to take cover for some reason, such as a tornado, the "Take Shelter" signal will be sounded throughout the plant. The "Take Shelter" signal is an intermittent audible low to high frequency tone signal.

### **PLANT TAKE SHELTER ROUTES**

Be familiar with the plant layout map showing designated shelter areas. Determine the best route to a shelter area from your designated work area. Plant layouts indicating shelter areas are posted at various locations throughout the plant and

in most team centers and Group Leaders' offices. Shelter areas are indicated in green on the plant layout.

**SAFETY PRECAUTIONS AND GUIDELINES**

1. Shut off machinery and equipment.
2. Be patient, proceed swiftly and carefully. Walk, do not run.
3. Make as little noise as possible so any instructions from leaders may be readily heard and understood.
4. While in a shelter area, smoking will not be permitted at any time.
5. Remain in the shelter area or outside the plant until the "all clear" signal is given.
6. The "all clear" signal will be continuous high low wailing tone.
7. Remember-Keep Calm-Do not Panic!

**WORK CENTER # 636-327-2137, 636-327-2250**

**BENEFITS # 636-327-2112, 636-327-2314**



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