



2023 LOCAL AGREEMENT

Between
U.A.W. Local 276
and
General Motors Vehicle Manufacturing
Arlington, Texas



Effective Date | March 24, 2025



2023 LOCAL AGREEMENT
BETWEEN
U.A.W. LOCAL 276
AND
GENERAL MOTORS VEHICLE MANUFACTURING
ARLINGTON, TEXAS

EFFECTIVE DATE
MARCH 24, 2025

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IMPORTANT TELEPHONE NUMBERS

(Dial last 4 numbers of 652/607 prefix in Plant)

EMERGENCY 911#

GENERAL NUMBERS

Absence Call-In System.....	(800) 222-8889
ADAPT Coordinator (1st shift).....	(817) 652-2135
ADAPT Coordinator (2nd shift).....	(817) 607-2979
ADAPT Coordinator (3rd shift).....	(817) 652-2342
Benefits (1st).....	(817) 652-2485
Benefits (1st).....	(817) 652-2486
Benefits (2nd).....	(817) 652-2485
Benefits (3rd).....	(817) 607-6706
Benefits (Body) – Tues, Fri.....	(817) 607-2919
Benefits (Paint) – Mon, Wed, Thur.....	(817) 607-6785
Communications Manager.....	(682) 326-4105
Ergonomics (1st shift).....	(817) 652-2128
Ergonomics (2nd shift).....	(817) 607-2905
Ergonomics (3rd shift).....	(817) 385-5070
Fidelity (FMLA).....	(800) 489-4646
Fidelity (Personal Savings Plan - PSP).....	(800) 489-4646
GMS Representative.....	(817) 652-2035
Help Desk (GM IT Operations Center).....	(888) 337-2400
HRD (Human Resource Dev. – 1st shift).....	(817) 652-2308
HRD (Human Resource Dev. – 2nd shift).....	(817) 652-2557
HRD (Human Resource Dev. – 3rd shift).....	(817) 607-2906
Ideal Setech.....	(817) 652-2020
Joint Activities Representative (JAR).....	(817) 652-2491
Joint Training Representative (JTR)/Tuition Assistance.....	(817) 652-2183
Labor Relations.....	(214) 531-8546
Labor Relations.....	(214) 601-0774

Labor Relations	(214) 766-6229
Labor Relations	(312) 287-0118
Labor Relations	(469) 594-1227
Labor Relations	(469) 744-3537
Labor Relations	(682) 219-6452
Medical (Hospital)/Fax (817-652-2088)	(817) 652-2100
Payroll (Detroit)	(866) 245-5957
Safety Glasses (Optimum Eye Care)	(817) 419-8871
Safety Glasses (Trophy Club Vision Care)	(682) 831-0999
Safety Operations Lead	(817) 607-2909
Safety Representative (1st shift)	(817) 652-2551
Safety Representative (2nd shift)	(817) 652-2552
Safety Representative (3rd shift)	(817) 652-2552
Security	(817) 652-2200
Suggestions	(817) 652-2307
UAW Apprentice Chair	(817) 652-2010
UAW FCA for GM Legal Services Plan	(800) 482-7700
UAW International Union Offices (Detroit)	(313) 926-5000
UAW Local 276 Union Hall	(972) 647-1282
UAW Shop Chairman	(817) 652-2517
UAW Work Center	(817) 652-2383
Work / Family Program (1st shift)	(817) 652-2482
Work / Family Program (2nd shift)	(817) 385-5045
Work / Family Program (3rd shift)	(817) 652-2484

INSURANCE PROVIDERS

Blue Cross Blue Shield of Michigan	(800) 482-2210
VSP Vision	(800) 877-7195
Delta Dental	(800) 942-0667
CVS Caremark Prescription Services (GM)	(844) 379-1691
Retiree Health Care Connect	(866) 637-7555
Audionet America	(586) 239-0242

GM BENEFITS & SERVICES CENTER

Health Care	(800) 489-4646
Life Insurance	(800) 489-4646
Pension	(800) 489-4646
Retiree Service Center	(800) 489-4646
Sick Leave.....	(800) 489-4646
SUB Checks	(800) 489-4646

WORKER'S COMPENSATION

Sedgwick CMS Worker's Compensation (Dallas Office).....	(888) 899-4694
Division of Workers Compensation	(800) 252-7031
Ombudsman	(866) 393-6432

BENEFITS

Metlife.....	(888) 543-3461
Blue Cross Telus Health.....	(800) 245-1150

WEB ADDRESSES

Employee Discount Network
<https://www.gmfamilyfirst.com>

General Motors
<https://www.gm.com>

MetLife Benefits
<https://mybenefits.metlife.com>

Socrates
<https://www.socrates.gm.com>

United Auto Workers
<https://www.uaw.org>

UAW Local 276
<https://www.uaw276tx.org>

Blue Cross Blue Shield of Michigan
<https://www.BCBSM.com>

Delta Dental
<https://www.deltadentalmi.com>

CVS Caremark (Prescriptions)
<https://www.caremark.com>

National Hearing Program
<https://www.audionetamerica.com>

Texas Workforce Commission
<https://texasworkforce.org>

MAILING ADDRESSES

General Motors Arlington Assembly
2525 E. Abram Street
Arlington, TX, 76010
817-652-2200

UAW Local 276
2505 W.E. Roberts Street
Grand Prairie, TX 75051
972-647-1282

UAW LOCAL 276 LEADERSHIP

EXECUTIVE BOARD

President.....	Keith Crowell
First Vice President	Frank Baskin
Second Vice President.....	James Jones, Jr.
Recording Secretary	Jackie Fisher
Financial Secretary.....	Kim Houston
Trustee.....	Sheila Hill
Trustee.....	JD Martinez
Trustee.....	Stacey Steele
Sergeant at Arms	Lawrence Brown
Guide.....	Corey Mims
Shop Chairperson.....	Kenny Hines

BARGAINING COMMITTEE

SHOP COMMITTEE

Shop Chairperson.....	Kenny Hines
Committeeperson At Large	Gino Clark
Committeeperson At Large	Steve Ewell
Committeeperson At Large	Shenequa Shepard
District Shop Committeeperson.....	Felise Glover
District Shop Committeeperson.....	Hykeem Stover
District Shop Committeeperson.....	Jim Robinson

DISTRICT COMMITTEEPERSONS

Department	Shift	Title	Name
Body Paint	} 1 st	District 1 Committeeperson	Corey Jones
		District 1 Alt. Committeeperson	Patrick McDuffey
Body Paint	} 2 nd	District 1A Committeeperson.....	Felise Glover
		District 1A Alt. Committeeperson...	Alicia Ross
Body Paint	} 3 rd	District 1B Committeeperson.....	Summer Small
		District 1B Alt. Committeeperson...	Frank Baskin
Trim 01-09	} 1 st	District 2 Committeeperson	Marissa Trevino
		District 2 Alt. Committeeperson	Richard Salazar
Trim 01-09	} 2 nd	District 2A Committeeperson.....	Regina Davis
		District 2A Alt. Committeeperson...	Darnell Robinson
Trim 01-09	} 3 rd	District 2B Committeeperson.....	Darell Chandler
		District 2B Alt. Committeeperson...	John Micheau
Chassis Repair	} 1 st	District 3 Committeeperson	Steve Montefusco
		District 3 Alt. Committeeperson	Jarod Klenk
Chassis Repair	} 2 nd	District 3A Committeeperson.....	Dalonda Taylor
		District 3A Alt. Committeeperson...	James Jones, Jr.
Chassis Repair	} 3 rd	District 3B Committeeperson.....	Bryan Degemjardt
		District 3B Alt. Committeeperson...	Tim Tatum
Trim (11-17) Driving, Quality	} 1 st	District 4 Committeeperson	Frank Black
		District 4 Alt. Committeeperson	Antha Smiley

Trim (11-17) Driving, Quality	} 2 nd	District 4A Committeeperson.....Efren Martin II District 4A Alt. Committeeperson...Shaira Lynch
Trim (11-17) Driving, Quality	} 3 rd	District 4B Committeeperson.....James McCormick District 4B Alt. Committeeperson...Dyan Lacey
Stamping Skilled Trades	} 1 st	District 5 CommitteepersonRalph Walsh District 5 Alt. CommitteepersonSteve Myers
Stamping Skilled Trades	} 2 nd	District 5A Committeeperson.....Hykeem Stover District 5A Alt. Committeeperson...Jason Rodda
Stamping Skilled Trades	} 3 rd	District 5B Committeeperson.....Jim Robinson District 5B Alt. Committeeperson...Filomeno Galaviz, Jr.
Material	} 1 st	District 6 CommitteepersonBeverly Horne District 6 Alt. CommitteepersonTheron C. Carter
Material	} 2 nd	District 6A Committeeperson.....Morris Taylor District 6A Alt. Committeeperson...Tito Slayton
Material	} 3 rd	District 6B Committeeperson.....Lynette Listenbee District 6B Alt. Committeeperson...Lesley Williamson



LETTER OF COMMITMENT

We the leadership of the General Motors Vehicle Manufacturing Arlington Plant, Union, and Management, are involved in an ongoing process that will ultimately result in an organization that will be superior to any organization in the world. We believe we have all the necessary components to achieve this objective. We have worked hard in areas that must be addressed in order to make this goal a reality. The intent of this letter is to reinforce the commitment of the Arlington plan to this goal.

The leadership of the General Motors Arlington Assembly Plant, Union, and Management are committed to operating the facility at world class levels of productivity. In order to attain this goal, we will work together to meet the established goals in the areas of minutes per hour and value-added work content for each operator. In addition, we will strive for continuous improvement to ensure that we meet the industry benchmarks for world class productivity.

We realize that in order to achieve this we must continue to involve our entire workforce. Communication, training, people involvement, and simply sharing our concerns with the workforce must continue to improve. Involving the principles in solving problems is recognized as a superior method of problem resolution.

We will continue to enter the new era of fostering a mutual level of trust and respect. We must provide for the dignity, respect, and proper working conditions for all employees in order to achieve a superior product. We shall continue to be open to new approaches to problem solving and mutually address items such as health and safety, quality, communications, work practices, cost competitiveness, workforce turbulence, skilled trades, and culture. We recognize that all areas of the business should be examined.

We will continue to work together to solve our problems with the input of involved parties. Currently we are involved in joint activities in the following areas and will in the future continue to upgrade these functions.

Health and Safety – The joint plant leadership training has been completed at the Arlington facility. We have embraced a safety process that touches everyone in our plant, from team member to plant and union leadership.

We feel a strong level of commitment will be achieved as we jointly pursue our common goals to reduce injuries and illnesses through our efforts in ergonomics and health and safety awareness. Positive results have already been achieved. Incident rates have decreased, and a new, higher level of operating expectations has been established. We anticipate our efforts will create a cultural change that, in time, will self perpetuate a process firmly established with the plant leadership and operators alike.



**GENERAL MOTORS VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY
ARLINGTON, TEXAS**

LOCAL AGREEMENT RATIFICATION

This Agreement is entered into this 24th day of March, 2025, between General Motors Vehicle Manufacturing, Arlington Assembly Plant, General Motors Company, hereinafter referred to as Management, and Shop Committee of Local No. 276, International Union, United Automobile Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union.

It is understood that this Agreement supersedes and cancels the Memorandum Agreement entered into at the General Motors Vehicle Manufacturing, Arlington Assembly Plant, dated March 11, 2020.

1. This Agreement resolves all issues and disputes, which were the subject of discussions in the current contract negotiations. Resolution of all matters subject to these negotiations have been concluded based upon current conditions and circumstances except that all remaining open grievances will be processed in accordance with the provisions of the National Agreement.
2. This Local Agreement is subject to written notice of ratification to Management by the Local Union not later than the 30th day of April, 2025. After notice of ratification is received from the Local Union, this Agreement will be effective as provided herein upon approval of the Personnel Staff of General Motors Corporation and the International Union – U.A.W.

3. The parties have completed the negotiations on the Local Seniority Agreement, Local Wage Agreement, Local Shift Preference Agreement, Paragraph 71 Recordkeeping Procedures, Equalization Groups and Administrative Rules. No provisions of these agreements shall be superseded or changed by other agreements between Management and the Shop Committee.
4. All written agreements that were made prior to the ratification of the 2023 Local Agreement that has not been changed or modified will remain in force and carried forward.

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 above written.

UNITED AUTOMOBILE, AEROSPACE
AND AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA
UAW LOCAL 276

GENERAL MOTORS
VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY

Approved:
INTERNATIONAL UNION, UAW

Approved:
GENERAL MOTORS
VEHICLE MANUFACTURING

Approved:
GENERAL MOTORS COMPANY



SUSPENSION OF AGREEMENTS

The parties have discussed at length the negative impact on quality, productivity, and customer satisfaction resulting from the movement of people through transfers, promotions, and shift changes during critical periods in plant operations. Accordingly, the parties have agreed to suspend the application of the National Agreement and Local Agreement provisions relating to transfers, promotions, and shift changes for thirty days prior and thirty days following major model buildout, major plant rearrangement, major line speed change, major product change, addition or elimination of a shift, and the implementation of a Special Attrition Program. Management will review any utilization of this Memorandum as far in advance as possible with the Shop Committee, with the intent to jointly address issues and concerns.

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**GENERAL MOTORS VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY
ARLINGTON, TEXAS**

ARLINGTON LOCAL SENIORITY AGREEMENT

This agreement is entered into this 24th day of March, 2025 between General Motors Vehicle Manufacturing, Arlington Assembly Plant, General Motors Company, hereinafter referred to as the Management, and the Shop Committee, Local 276, UAW, hereinafter referred to as the Union.

Subject to the approval of the Personnel Staff of the Company and the International Union, the following Seniority Agreement is entered into. 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 Personnel Staff of the Company and the International Union.

It is understood that this Agreement supersedes and cancels the Seniority Agreement entered into at the General Motors Vehicle Manufacturing, Arlington Assembly Plant, dated March 11, 2020.

PURPOSE

The purpose of the Agreement is to define and describe the seniority provisions, which govern the seniority status of employees within the Bargaining Unit.

SECTION 1 – ACQUIRING SENIORITY

- A. In placing employees' names on the Seniority list in accordance with Paragraph 58 of the National Agreement, where two or more employees have the same seniority date, they shall be listed alphabetically by the last name, except Skilled Trades, A to Z. Employees covered by Appendix A, Section IX (January 7, 1985 seniority date) will be listed by Original General Motors (OGM) seniority date, then alphabetically, A to Z. Any name changes will not cause a change in seniority status. Any name change will be identified by an asterisk (*) on the seniority list. Skilled Trades journeymen (pursuant to Paragraph 178 of the National Agreement) shall be listed on the seniority list first by Date of Entry into the Trade; then by plant seniority; then by alphabet A to Z.

Skilled Trades Journeymen who are covered by Appendix A, Section IX of the National Agreement and have a Date of Entry in the Trade of January 7, 1985, will be listed first by the January 7, 1985, Date of Entry; then by the employee's longest unbroken seniority in the Trade; then alphabetically A to Z.

Skilled Trades Journeymen who are covered by Appendix A Section IX of the National Agreement and have a Date of Entry in the Trade after January 7, 1985, or later, will first be listed by that Date of Entry; then by Plant seniority; then alphabetically A to Z.

- B. Employees may acquire seniority in accordance with Paragraph 57 of the National Agreement.

SECTION II – DEFINITIONS

A. Seniority Unit

The entire plant shall constitute one (1) seniority unit, consisting of two (2) divisions.

B. Seniority Divisions

Division I – All hourly rated employees in the bargaining unit except those employed in Skilled Trades classifications.

Division II – All hourly rated employees in the bargaining unit in Skilled Trades classification.

C. Seniority Groups

Seniority shall be by Classification, by Department.

SECTION III – PERMANENT LAYOFF, REDUCTION IN FORCE, OR REDUCTION TO LOWER PAYING JOBS AND RECALL PROCEDURE – DIVISION I – NON-SKILLED

- A. This section is intended to cover permanent layoffs or reductions to lower paying jobs due to reduction of production, but not due to changes in methods, products, or policies which are provided for in Paragraph 59 of the National Agreement.
1. In a reduction in a seniority non-interchangeable occupational group, temporary employees will be the first to be removed from the group.
 2. Those seniority employees who do not possess seniority in the non-interchangeable occupational group because of transfer to the group less than thirty (30) days before will be returned to that group where they have seniority and will exercise their seniority rights in that group.
 3. When a reduction in force occurs in a non-interchangeable occupational group and there is more than 1 employee in the non-interchangeable occupational group with less than thirty (30) days seniority, those employees with less than thirty (30) days in the non-interchangeable occupational group will be reduced in plant seniority order. Thereafter, the employees with the least seniority will be removed from the non-interchangeable occupational group.

4. Employees subject to layoff or reduction from their non-interchangeable occupational group will fill available openings elsewhere in the plant or, where no such openings exist, displace lesser seniority employees in other non-interchangeable occupational groups provided they are capable of performing the available work.
5. When an employee is transferred from one non-interchangeable occupational group to another, for any reason, there shall be no loss of seniority. However, in cases of transfer under the Layoff Provisions of the Agreement, such transfers shall be presumed to be for longer than thirty days; therefore, the seniority of the employee will be carried into the new group and will become effective as of the date of the transfer.
6. It is the intention of Management that employees classified Team Leader not be retained out of line of seniority compared to employees classified Team Member. To this end, it is advantageous to have a sufficient number of individuals trained to handle these duties.

However, should the above procedure result in the layoff of an employee(s) with greater seniority than an employee(s) classified "Team Leader", such laid off employee will be returned to work in line with their seniority provided they are capable of performing the available work.

- B. Seniority employees laid off or reduced in accordance with the above procedures will be returned in seniority order when openings occur provided, they are capable of performing the operations.
- C. When filling openings in a department/classification, employees working who had established seniority in that department or classification at the beginning of the initial reduction in the department/classification will be given the opportunity to be returned to that department or classification in seniority order, providing they are capable of doing the job. In the event an employee is laid off for more than ninety (90) days, his/her IIIC rights will have recall rights and their name will not be removed from

the IIIC recall list for a time period of not more than one (1) year. The employee may reject the IIIC (recall) rights back into the department/classification. However, if IIIC (recall) rights are rejected, the remainder of the one (1) year IIIC rights will be voided.

1. The Shop Committee, prior to the actual reduction in force, will be furnished with a list of the names of the employees retained. This list will show the clock number, occupational group, Team, specific operation, or operations, GMIN, department, and seniority dates of employees involved.
- D. In the event of major plant rearrangements, shift, recall, etc., the parties may mutually agree to make necessary changes.
- E. Time Limits Section III – Management will endeavor to minimize the loss of time to employees in placing them in accordance with the Layoff Recall Procedure. In any event employees will be placed within five (5) working days within their Department or fifteen (15) working days within their Division. This Agreement will be implemented on the first working day of the week following the thirtieth day.

SECTION IV – LAYOFF AND RECALL PROCEDURE

DIVISION II – SKILLED TRADES

- A. This section is intended to cover permanent layoffs of Skilled Trades employees due to a permanent reduction in force.
- B. In the event of a reduction-in-force, Management will establish the number of employees to be retained in each occupational group and retain the employees with the greater skilled trades seniority or date of entry seniority in each group. By mutual agreement, employees may be retained five (5) working days within their division. Employees with insufficient seniority to be retained in their respective occupational group will be laid off in accordance with the provisions of this section.

- C. In lieu of being laid off from a skilled trades classification, employees may apply to be transferred to Division I, plant seniority permitting, displacing a lesser seniority employee and provided the employee is capable of performing the operation.
- D. Journeymen who do not apply for Division I work who exercise their option to be laid off will be recalled to work only in the Skilled Trades group in which they hold seniority. Such employees may, subsequent to their layoff, apply for work in Division I by written notice to Management in which case he/she will be assigned the next available opening in line with seniority provided he/she is capable of performing the operation. Only one such application will be permitted each employee after each layoff.
- E. When employees are transferred from Skilled Trades to Division I in accordance with this section, such transfer shall be presumed to be for longer than thirty days and, therefore, seniority shall be carried into the occupational group into which they are transferred and shall become effective as of the date of transfer. However, such employees shall retain a right to recall to the skilled trades classification in which they had seniority at the time of transfer.
- F. Management may make temporary assignments of active employees to a Skilled Trades classification for jobs of short duration or emergency nature in lieu of recalling employees who have been laid off as provided above. Such temporary assignments will not exceed fifteen (15) days, unless extended by agreement with the Shop Committee.
- G. When qualified journeymen are transferred from a non-skilled classification into a skilled trades group, who have not previously established seniority in such skilled trades group, they will have a date of entry seniority status in the skilled trades group as of the date of transfer and will be laid off and recalled in accordance with their established seniority in their respective skilled trades.

- H. When a qualified journeyman is transferred from one skilled trades group to another and the transferred employee is a qualified journeyman in the latter skilled trades group, there shall be no loss of seniority. However, in case of such transfers not exceeding six months, the employees will have a date of entry seniority and will retain and accumulate seniority in the skilled trades group from which transferred. At the end of six (6) months they shall transfer their skilled trades seniority into the new skilled trades occupational group.

SECTION V – LAYOFF AND RECALL RESULTING FROM MODEL CHANGE OR PLANT REARRANGEMENT

- A. When a build-out occurs as a result of a model changeover or plant rearrangement, employees will be laid off, as their services are no longer required.
- B. If, after the last job has passed the last workstation in a team, it becomes necessary to retain employees in that team, employees will be retained on a voluntary basis by classification. In the event there are more than enough volunteers capable of performing the required work, the highest seniority employee within the team and the classification who volunteered will be retained. If there is not a sufficient number of volunteers to perform the work, additional employees by classification working in the team who are capable of performing the work will be retained in inverse seniority order beginning with those employees with at least one (1) year seniority at the time of selection. This provision shall not constitute a basis for a claim for back pay by any employee.
- C. Employees with at least one (1) year seniority, desiring to work during the model change period, may make written application at the Employment Office (during a period designated by Management prior to the effective date of the model change) stating their desire to work when the work in their respective team by shift decreases. The applicants with the longest plant-wide seniority within their respective team (by shift) will be retained. If there is not sufficient manpower from those who have made application, the employees with the least seniority over one (1) year who have not made application will be retained. This is with the

understanding that employees with less than one (1) year's seniority and employees not fully capable of doing the work, will not be retained to replace employees who have not filed applications to remain at work.

- D. The parties agree that it is of mutual interest to expedite the start-up following a "build-out." To accomplish this objective, therefore, as production resumes, employees will be recalled in line with seniority among the employees working in each team within their respective operating groups by shifts for a period not to exceed ten (10) working days after ten (10) bodies have been processed through the first production group in the Body Shop and placed on the underbodies for production; and for a period of ten (10) additional working days, any additional employees will be recalled by seniority within their department to available jobs providing they are capable of doing the jobs. (If the entire Body Shop is scheduled to work on Saturday or Sunday, such day will not count as a working day for the purpose of the time limit of this provision.)
- E. For the purpose of this section the operating groups will be those in existence on the first workday of the second pay period before the beginning of the "build-out." This freeze date provision may be disregarded on employees moved under Paragraph 63(a), 63(b), III(c) or Shift Preference by mutual agreement between the committee person and departmental supervision on an individual basis, taking into consideration Document 70 of the National Agreement. Two copies of departmental Teams will be given to the Chairman of the Shop Committee at least one week prior to the start of the model change and will include the employee's name, seniority date, classification, team and badge number.
- F. However, it is agreed that after a period of twenty (20) working days, after the above ten (10) days, referenced in section D, (unless a different time limit is established by written local agreement), no employee in Division I will remain laid off while an employee with less seniority within his division is working on a job which the laid off employee with the greater seniority is capable of performing.

- G. No temporary employee will be recalled after the "build-out" until all seniority employees in Division I by department by shift have been recalled. (Any necessary deviation from this procedure will be by written agreement with the Shop Committee.)
- H. When unusual circumstances arise, the parties, by mutual agreement, can waive the provision of Section V and set a procedure for the layoff and recall of the employees to resolve problems. It is understood that for the purposes of instruction, training, reviewing procedures to be used on new models, etc., Team Leaders may be recalled after a model build-out to perform such duties. These assignments will prepare Team Leaders to train their Team Members and are not for the purpose of running regular production.

SECTION VI – LAYOFF AND RECALL DUE TO TEMPORARY CONDITIONS

- A. During period of temporary layoffs resulting from material shortages, breakdown of machinery or equipment, inventory, or other situations known at the time to be temporary, employees will be laid off as their services are no longer needed and recalled as their jobs open up. During such periods where reduced manpower is required, employees will be retained on a voluntary basis by equalization group. In the event there are not enough volunteers to perform the work, additional employees working in the team will be selected in accordance with Paragraph 71 of the National Agreement, provided they are capable of performing the work. In the event the temporary layoff continues for longer than fourteen (14) calendar days, Sections III and IV will apply.

SECTION VII – EXTRA HELP DURING MODEL CHANGEOVER FOR PLANT REARRANGEMENT

- A. When extra help is to be selected in accordance with Paragraph 179 of the National Agreement for Maintenance rearrangement, employees will be permitted to apply for such work at the Employment Office. Employees will be selected from the applicants who would otherwise be laid off during the changeover period and, those with the greatest

seniority will be given preference provided they can perform the available work. When extra help is required, the period during which applications may be filed will commence at least fifteen (15) working days in advance of the setup of the last job in the Body Shop and will consist of at least ten (10) working days, with the remaining five (5) days to be used for processing applications. Management will post a notice on the bulletin boards prior to the start of the application period, which will be specified in the notice.

- B. Employees may apply for either or both skilled and non-skilled work and will only be assigned in accordance with their request on their applications.
1. After the completion of the application period, Management will make assignments, which appear most suitable for the applicants, keeping in mind the employee's capabilities and expressed preference as to shift.
 2. It is understood that the nature and duration of the assignment to each employee will be the responsibility of supervision.
 3. When the making of such assignments has been completed, they will be reviewed with the Shop Committee during the regular Management-Shop Committee meeting during the processing period or at some other time mutually agreed to by the parties.
 4. Problems in connection with the selection of employees will be handled on an individual basis.
 5. In the event an employee's regular job opens up at the start of the new model run, he may be retained on model change, or inventory work and paid the rate for such work or his regular rate, whichever is higher.

- C. In the event there are not sufficient applications for the extra work during inventory, maintenance changeover or major plant rearrangement, Management will assign the available work to the least seniority employees, with the requisite qualifications, possessing at least one year's seniority, who would otherwise be laid off, provided, however, that this provision concerning the assignment of the least seniority employees shall not constitute a basis for any claim for back wages or any form of retroactive adjustments.
1. Should there be need for additional employees on this type of work subsequent to the model change layoff, they will be recalled in inverse seniority as outlined in "C" above. There may be occasions, however, where because of the nature of the work to be performed, it will be necessary to bypass recall of employees in strict inverse seniority order and to recall employees who have the ability to perform the work. Should this become an issue, the matter will be reviewed with the Shop Committee on an individual basis.
- D. Extra Work Inventory: When extra employees are needed to perform inventory work over and above the Material Department employees normally employed on such work, employees who are qualified and desire to work and who would otherwise be laid off may make application at the Employment Office. The nature and duration of the inventory assignments to each employee will be the responsibility of supervision. Management will post a notice on the bulletin boards, at least five (5) working days prior to the period, which will be specified in the notice. Employees desirous of such work who have filed application shall be retained by seniority provided they are capable of performing the work.

SECTION VIII – GENERAL PROVISIONS

- A. Copies of seniority lists will be provided to the Local Union and posted quarterly in accordance with the provisions of the National Agreement.
- B. In accordance with Paragraph 59 of the National Agreement, changes in methods, products, or

policies that would otherwise result in the permanent laying off of employees, the employee with the least seniority in the occupational group affected by such change will be removed from the group.

- C. Any seniority employee who is transferred in the bargaining unit to a salary job outside the bargaining unit, but in the plant, who is later transferred to a job classification in the bargaining unit, shall have their seniority adjusted under the provisions of Paragraph 69 of the National Agreement. Such employee may return to his/her last previous classification, seniority permitting. (In those cases where the employee's seniority does not warrant his placement in his former classification, he/she shall be placed in accordance with the provisions of this Agreement, except that such employee will not receive a promotion as a result of this paragraph, so that he/she receives like status and rate of pay as though he/she had remained in the bargaining unit).
- D. Temporary assignments to replace absentees, which result in a higher rate of pay, are not considered to be promotions nor will they be used as a basis for promotion.
- E. When, as a result of the application of any of the provisions of the Local Seniority Agreement, employees are retained at work on the basis of seniority the straight time worked will not be charged on their overtime equalization record.
- F. In the event of major plant rearrangement, shift recall, etc., the parties may mutually agree to make necessary changes.

Any supplements to, modification of, changes, or additions to this Agreement, as written and approved, must be subject to ratification of the Local Union and submitted to the Personnel Staff of the Company and the International Union for approval.

This Local Agreement is subject to written notice of ratification to Management by the Local Union not later than the 30th day of April, 2025. After ratification is received from the Local Union, this Agreement will be effective as provided herein upon approval of the Personnel Staff of General

Motors Company and the International Union - UAW. If either party desires to cancel, modify or change the Agreement, it shall, at least sixty (60) days prior to the date when it proposes that such cancellation, change or modification become effective, give notice in writing of the proposed change or modification. The other party, within ten (10) days after receipt of said notice, shall either accept or reject the proposal or request a conference to negotiate the proposal.

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 above written.

UNITED AUTOMOBILE, AEROSPACE
AND AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA
UAW LOCAL 276

GENERAL MOTORS
VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY

Approved:
INTERNATIONAL UNION, UAW

Approved:
GENERAL MOTORS
VEHICLE MANUFACTURING

Approved:
GENERAL MOTORS COMPANY

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**GENERAL MOTORS VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY
ARLINGTON, TEXAS**

LOCAL WAGE AGREEMENT

This agreement entered into this 24th day of March, 2025, between the General Motors Vehicle Manufacturing, Arlington Assembly Plant, General Motors Company, hereinafter referred to as Management, and the Shop Committee of Local No. 276, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, hereinafter referred to as the Union. This Agreement supersedes all prior Local Wage Agreements and supplements thereto.

1. The wage scales by job classifications and rates contained in this Agreement cover all work to be performed in the plant, and the rates include all annual improvement factor increases to date.
2. The cost of living allowances provided for in the National Agreement are not included in the wage rates set forth in this Agreement.
3. The wage rates set forth in this Agreement shall be effective simultaneously with the effective date of the 2023 National Agreement between General Motors Company and the International Union, UAW.
4. **Hiring Rates – New Employees – Division I**
New employees shall be hired in accordance with the provisions of Paragraph 98a of the 2023 UAW-GM National Agreement.

5. **Hiring Rates – New Employees – Division II Skilled Trades**
Employees hired into skilled trades classifications will be hired in accordance with the provisions of paragraph 98a of the 2023 UAW-GM National Agreement.
6. **Automatic Increases**
In order to have a standard procedure in affecting automatic increases, all automatic increases which would normally become effective on Monday, Tuesday, or Wednesday of a given week, shall be made effective on Monday of that week. All automatic increases which would normally become effective on Thursday, Friday, Saturday, or Sunday of a given week shall be made effective on the following Monday.
7. **Permanent Assignment of Employees to Work Paying a Higher Rate (other than Skilled Trades Classifications).**
When seniority employees are transferred to a higher rated job classification, they will be transferred at the negotiated rate of the higher rated job.
8. **Temporary Assignment to Higher Rated Jobs**
When an employee is temporarily assigned to a higher rated job, the employee shall be paid for the time spent on such job for periods exceeding one hour.
9. **Transfer to Lower Rated Job**
In cases where employees earning the negotiated rate for the job are transferred or recalled to a lower rated job, they shall be reduced to the maximum rate of the new job classification. If they have not attained the job rate at the time of transfer or recall, they shall retain their present rate or be reduced to the negotiated rate of the new classification, whichever is lower.
10. Any Supplements to, additions, or new classifications agreed to, beyond those contained in this Agreement as written and approved, must be submitted to the Personnel Staff of the Company and the International Union for Approval.

Arlington Plant Vehicle Manufacturing
General Motors Company
Arlington, Texas
Division I and Division II
(Effective 2023)

Division I

Classification/Occupation

SEE 2023 NATIONAL AGREEMENT.

Division II

Classification/Occupation

03/24/25

Die Maker	<u>43.67</u>	Pipefitter	<u>43.67</u>
Electrician	<u>43.67</u>	Stationary Engineer	<u>43.67</u>
Machine Repair	<u>43.67</u>	Toolmaker	<u>43.67</u>
Millwright	<u>43.67</u>	Skilled Team Leader	<u>44.67</u>

This Local Agreement is subject to written notice of ratification to Management by the Local Union not later than the 30th day of April, 2025. After notice of ratification is received from the Local Union, this Agreement will be effective as provided herein upon approval of the Personnel Staff of General Motors Company and the International Union - UAW. If either party desires to cancel, modify or change the Agreement, it shall, at least sixty (60) days prior to the date when it proposes that such cancellation, change or modification become effective, give notice in writing of the proposed change or modification. The other party, within ten (10) days after receipt of said notice, shall either accept or reject the proposal or request a conference to negotiate the proposal.

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 above written.

UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA UAW LOCAL 276	GENERAL MOTORS VEHICLE MANUFACTURING ARLINGTON ASSEMBLY PLANT GENERAL MOTORS <u>COMPANY</u>
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Approved:
GENERAL MOTORS
VEHICLE MANUFACTURING

Approved:
INTERNATIONAL UNION, UAW

Approved:
GENERAL MOTORS COMPANY

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**GENERAL MOTORS VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY
ARLINGTON, TEXAS**

ARLINGTON LOCAL TRANSFER AGREEMENT

TRANSFERS DIVISION I

1. Applications for transfer under the provisions of Paragraph 63(a) and 63(b) of the National Agreement will be voided on January 1, of each year, except applications filed during the month of December of the current year will also be valid for the following calendar year.
2. For the purpose of applying Paragraph 63(a) and Paragraph 63(b) of the National Agreement, the following procedure will be followed.
 - A. Seniority employees may make application in the Personnel Department for transfer under 63(a) and 63(b) of the National Agreement.
 - B. Employees are allowed to file multiple 63(b) applications. Additionally, employees will be transferred to their requested departments when openings occur at the Monday joint manpower meeting. Division I TM's & TL's can refuse a 63(a) or 63(b) pull within 5 days of being notified of the pull. Division I TM's & TL's that refuse a 63(a) or 63(b) pull will not be able to reapply for the same classification for 90 days.
 - C. In order to be considered for transfer, applications must be on file for a period of one (1) week prior to the opening. If there are no applications within the appropriate time limit, openings shall be filled by seniority from applications on file.

- D. The Local Transfer Agreement will be modified to incorporate improvements to clearly indicate seniority and placement, in order for employees to easily determine where they are in the transfer process.
- E. Once transferred under 63(b), such employee may not move under this Agreement for six (6) months. Once moved pursuant to a 63(a), the employee will not be allowed to transfer under 63(a) or 63(b) for a period of six (6) months.
- F. If an employee is transferred under these provisions and fails to acquire seniority in the classification due to a reduction in force, such employee may be permitted to file another application for transfer pursuant to Paragraph 63 of the National Agreement, upon return to the occupational group in which his/her seniority is established.
- G. The seniority of the employee will begin with the date of acceptance of the transfer.
- H. The employee's name will be placed on the equalization chart, of the group to which he/she is transferring, on the date of acceptance of the transfer.
- I. A Division I seniority **Team Member** employee will be moved no later than the Monday after the tenth working day following the date the transfer is accepted, except in unusual situations.
- J. After a Division I employee is pulled for a 63a and completes all phases to become a **Team Leader**, they will be moved no later than the Monday after the fifth working day following the date they are pulled, except in unusual situations. These employees will be classified as Team Leader no later than the Monday following the fifth working day following the date they are pulled.

- K. Seniority employees with medical restrictions on file in the Plant Medical Department will be allowed to test their seniority in a requested department per the provisions of 63(a) and 63(b) of the National Agreement and Paragraph III(c) of the Local Agreement. Prior to being offered a transfer opportunity under these provisions, the Joint Local ADAPT Coordinators will contact the Manpower Committee for the applicants department of choice to determine if a job exists in that department that is in line with the employee's seniority and which meets their medical restrictions. If it is determined by the ADAPT Coordinators and the Manpower Committee that such a job exists, the employee will be offered the transfer per the provisions of the Local Transfer Agreement.
- L. These provisions are not applicable to vacation replacements or other situations known at the time to be temporary.

**DIVISION I DEPARTMENTS THAT MAY BE APPLIED TO
UNDER CURRENT OPERATING CONDITIONS PER
PARAGRAPH 63(a) OR 63(b)**

STAMPING	DEPARTMENT 10
BODY SHOP	DEPARTMENT 11
PAINT SHOP	DEPARTMENT 15
GA-I TRIM	DEPARTMENT 17
GA-II CHASSIS	DEPARTMENT 25
27 REPAIR	DEPARTMENT 27
28 DRIVER	DEPARTMENT 28
MATERIAL	DEPARTMENT 50
INSPECTION	DEPARTMENT 70

**CLASSIFICATIONS THAT MAY BE APPLIED TO UNDER
CURRENT OPERATING CONDITIONS PER
PARAGRAPH 63(a) OR 63(b)**

TEAM MEMBER	8000
TEAM LEADER	8001
TEAM MEMBER - IN PROGRESSION	8002
TEAM LEADER - IN PROGRESSION	8003

3. Job Postings

- A. Primary opening – is an immediate opening due to attrition. The Primary opening will be filled by seniority order within the team. It is understood that this procedure will allow for multiple re-alignments within the team, any opening which may result from these moves will be posted department-wide. The secondary opening that results from this move will be filled by Management with no 6-month lock-in required. The following situations constitute a primary opening:
1. An immediate opening due to attrition (quit, death, retirement, ADAPT, transfers & shift preference).
 2. Leave of absence in accordance with the National Agreement of greater than thirty (30) calendar days.
 3. Temporary job of greater than thirty (30) calendar days.
 4. Employee returning from Leave of absence/restrictions of 30 days or less and does not complete three (3) complete consecutive shifts before establishing seniority on that job.
 5. Medically restricted from performing the job for more than thirty (30) consecutive calendar days.
 6. New jobs.
- B. Job posted on Thursday by first break and removed at the end of the shift of the following Wednesday.
- C. Common application form to be submitted in writing, signed by employee and a member of management.
- D. Employee must submit in writing to have his/her name removed from application list prior to posting deadline.

- E. At end of posting deadline, seniority employee on list must move to job posted.
- F. Seniority employee capable of performing the job from posting moves to new job. Employee will be moved as soon as possible, but no later than the Monday following ten (10) calendar days.
- G. Employees moved as a result of posting, are prohibited from posting for another job for a period of six (6) months.
- H. Subsequent secondary opening resulting from the posting will be filled by allowing the seniority employees on the team the opportunity to fill the opening. The highest seniority employee on the team will have first opportunity, then in declining seniority order until the opening is filled. It is understood that this procedure will provide for only one (1) move on this team. The opening which results from this move will be posted department wide. The secondary opening resulting from the second posting will be filled by allowing the seniority employees on this team to fill the opening. The highest seniority employee on the team will have the first opportunity, then in declining order until the opening is filled. It is understood that this procedure will provide for one (1) move on this team. The secondary opening that results from these moves will be filled by Management and the Union with no 6-month lock-in required.
- I. Departmental Manpower Committees will determine the “preferred jobs” within their department. This will be reviewed by the Plant Manpower Committee for approval. “Preferred jobs” will be filled as agreed upon by the Departmental Manpower Committee. Each Departmental Manpower Committee has agreed the operations that are listed below will be considered preferred job assignments. Any additions to or deletions from the list will be agreed upon by the Manpower Committee.

BODY SHOP

Metal Finish Operations
Out of Department Fitters
Weld Check Operations
Relief Operations

PAINT SHOP

Parts Chaser
Verification Station/Confirmation
Gun Technician
Relief Operations
Body Pull Off
Not OK Banks
Material Assist
Confirmation
First Responders

TRIM

Functional Check
Electrical Check
Containment Station Repair
Repair Operation
Electrical Coordinator in 8001/8003_Classification

8001/8003 Classification:

Functioning Team Leader.
Team Leader A/R's are a part of the Preferred Pool.
Any function developed after this contract in the 8001/8003
Classification.

8000/8002 Classification:

The parties will negotiate any function or job created during the
contract.
Any function developed after this contract in the 8000/8002
Classification.

CHASSIS

8001/8003 Classification:

Functioning Team Leader.

Team Leader A/R's are a part of the Preferred Pool.

Any function developed after this contract in the 8001/8003 Classification.

8000/8002 Classification:

Tow Operation

The parties will negotiate any function or job created during the contract.

Any function developed after this contract in the 8000/8002 Classification.

DEPARTMENT 27, 28 & 70

All Operations

MATERIAL

Reclamation

Parts Replacement Operation (Parts Chaser)

998 Delivery/Outbound Shipper

Engineering Change/Pilot Coordinator

The parties will work jointly to develop a process to allow the floor operations team to submit for particular jobs to be considered as non-rotational assignments due to the technical nature of the roles.

When scoping for a job opening in the preferred jobs listed above the opening will be filled by scoping the active employees in the respective departments, in seniority order, by classification, on that shift (except jobs identified in departmental language as not being shift dependent).

In the event an eligible employee is absent during the scoping process, the scoping process will be held until that employee can participate. However, if during that period of time, the employee has applied for a sick Leave of Absence, they will be considered ineligible and the scoping process will resume.

If an employee in the preferred pool returning from a Leave of Absence of thirty (30) days or less, and has been issued medical restrictions, they will have the right to go back to their job, providing the job meets their medical restrictions. If the employee's job in the preferred pool does not meet their restrictions, they will be referred for ADAPT placement within the department. If an employee in the preferred pool returning from a Leave of Absence of greater than thirty (30) calendar days and less than six (6) months, the returning employee will bump the low seniority employee out of the preferred pool, seniority permitting, providing the job meets their medical restrictions. If the low person's job in the preferred pool does not meet their restrictions, they will be referred for ADAPT placement within the department.

- J. The 8001/8003 classification will be scoped by seniority, by shift, by department, when an opening occurs, the maximum number of moves allowed under this process for a single opening is four (4). Filling the secondary opening which results from these moves, will not be considered as one of the four (4) moves allowed under this process. Any deviations from the process will be reviewed by the joint parties.
- K. When an employee makes a 63(a) application for Team Leader, Management will schedule testing as soon as possible for that employee, to maintain a bank of (5) employees for each department, if available applicants have signed up.
- L. Any time a mass hiring or mass transfer of employees to GM Arlington is scheduled, Management will follow the 63(b) process to fill primary openings prior to new employees arriving to the Arlington Plant.

- M. After lengthy discussion between the parties, Management agrees that secondary openings will remain open for seniority employees to take as long as it does not violate the current agreement of waiting for 6 months between postings (bidding). Placements by the manpower committee will not be locked in for 6 months.
- N. In the event seniority employees are transferred into a department and temporary employees are assigned to an open operation, the operation that temporary are assigned to would be considered open jobs and available for selection by the seniority employees. Temporary employees do not have seniority rights to hold a job.
- O. Any job created outside of the posting process will be filled and placed by the department Manpower Committee, by seniority, as soon as possible. Any deviation from this can only be done by mutual agreement with the Department Manpower Committee. This also applies to any jobs that were removed and added back. Launch activities will be reviewed by the joint parties.
- P. Employee returning from Leave of Absence/Restrictions (Medically restricted from performing the job for more than thirty (30) consecutive calendar days).
1. Any employee returning from leave of Absence/Restrictions of 30 calendar days or less, returns to previously assigned job within the Team and must perform the job for three (3) complete consecutive shifts before establishing seniority on that job. Furthermore, the periods of time between the last scheduled production day prior to the Christmas and annual July shutdown period, and the first scheduled production day after these holiday periods of shutdown, will not be counted towards the thirty (30) day time period referenced in this paragraph.
 2. Any employee returning from a Leave of Absence/Restrictions of greater than thirty (30) calendar days and less than six (6) months will return to the Team, seniority permitting and reduce the low seniority operator out of the Team unless a higher seniority employee elects to leave the Team.

3. An employee returning to his/her team from a Leave of Absence/Restrictions where there is a job posted in such team, he/she will assume that job and the posting will be terminated.
4. A Functioning Team Leader returning from a Leave of Absence/Restrictions of greater than thirty (30) calendar days and less than six (6) months will have the right to go back to their Team seniority permitting. If the Functioning Team Leader does not have the seniority over his or her replacement, the Functioning Team Leader will have the option of bumping the low seniority Functioning Team Leader seniority permitting, only if there are currently no open teams in that department on that shift. If there is more than one open team, the Team Leader will choose which team to be assigned to or go to the Team Leader AR pool.
5. In the event an operation is temporarily open due to a member of the team going on Leave of Absence/Restrictions and another member of the team returns from a leave greater than thirty days but less than six months the following will apply:

The returning employee will be placed on this operation until it is deemed open. If this operation is deemed open, the employee who returned will be included in the team realignment, no bumping allowed, and the opening will thus have been filled.

6. Any employee returning from Leave of Absence/Restrictions 6 months or greater will be assigned by the Manpower Committee.

It is understood by the parties that except as provided for in the Agreement, changes in badge numbers, clock numbers, department number, supervisors, or the physical location of the job to which an employee is assigned will not alter the seniority group charts provided for in this Agreement nor affect the seniority status of employees therein except by written agreement with the Shop Committee.

Any supplements to, modification of, changes, or additions to this Agreement, as written and approved, must be subject to ratification of the Local Union and submitted to the Personnel Staff of the Company and the International Union for approval.

This Local Agreement is subject to written notice of ratification to Management by the Local Union not later than the 30th day of April, 2025. After ratification is received from the Local Union, this Agreement will be effective as provided herein upon approval of the Personnel Staff of General Motors Company and the International Union-UAW. If either party desires to cancel, modify or change the Agreement, it shall, at least sixty (60) days prior to the date when it proposes that such cancellation, change or modification become effective, give notice in writing of the proposed change or modification. The other party, within ten (10) days after receipt of said notice, shall either accept or reject the proposal or request a conference to negotiate the proposal.

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 above written.

UNITED AUTOMOBILE, AEROSPACE
AND AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA
UAW LOCAL 276

Approved:
INTERNATIONAL UNION, UAW

GENERAL MOTORS
VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY

Approved:
GENERAL MOTORS
VEHICLE MANUFACTURING

Approved:
GENERAL MOTORS COMPANY

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**GENERAL MOTORS VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY
ARLINGTON, TEXAS**

SHIFT PREFERENCE AGREEMENT

This Agreement is entered into on this 24th day of March, 2025, between, General Motors Vehicle Manufacturing, Arlington Assembly Plant, General Motors Company, hereinafter referred to as Management, and Shop Committee of Local No. 276, International Union, United Automobile Aerospace and Agricultural Implement Workers of America, UAW, hereinafter referred to as the Union.

It is understood that this Agreement supersedes and cancels the Shift Preference Agreement entered into at the General Motors Vehicle Manufacturing, Arlington Assembly Plant, dated March 11th, 2020. The provisions of this Local Agreement are to provide for shift preference and are entered into with the understanding by both parties that full protection will be given to efficiency of operations under all circumstances and conditions.

1. Employee's having seniority who are desirous of changing shifts may make application in writing to the Plant Personnel Department at any time for a transfer to their shift of preference, except for a thirty (30) day period immediately following the start of a new model run. Such employees shall be entitled to a shift transfer in accordance with the following provisions:
 - A. Employees will be given a copy of their application.

- B. Shift changes will be made as soon as possible, but not later than the first Monday following ten (10) working days from the date the application is filed.
- C. An employee must accept or reject an offer to transfer to a preferred shift by the start of his/her following shift. The employee must accept or reject the shift preference in writing. The refusal of a shift preference will require the employee to wait thirty (30) days to resubmit an application to the Plant Personnel Department for a shift preference move. When employees are affected by a shift change; those employees will be notified no later than Wednesday prior to the scheduled move. The parties agree that hardship shift changes and emergency shift preference moves detailed in 6 & 7 of this agreement are not applicable to these provisions. Moves will be made on Monday or the first day of the week.
- D. Such transfer will be made by seniority and classification from the employees department on one shift to the same department and classification on the shift of preference.
- E. In the event more than one application is received for the same preferred shift within the department, such applications will be processed in seniority order.
- F. When more than one employee in the same classification having the same plant seniority date makes application for the same preferred shift within the department (other than skilled trades classifications) such applications shall be processed alphabetically, A to Z. In the case of those employees covered under Appendix A, Section VI of the National Agreement with a January 7, 1985, plant seniority date, they shall be processed first in order of their (O.G.M.) Original General Motors service date; then, in the case of those employees with the same (O.G.M.) Original General Motors service date, in alphabetical order, A to Z.

- G. When more than one skilled trades employee having the same skilled trades seniority and/or same skilled trades date of entry make application for the same job classification, the employee with the longest Plant seniority shall be given preference. In those cases where the skilled trades date of entry and the plant seniority date are equal, then such applications will be processed in alphabetical order, A to Z. In the case of those skilled trades employees covered under Appendix A, Section VI of the National Agreement with a January 7, 1985 seniority date, they shall be processed first in order of their longest unbroken seniority in their skilled trades classification; then, in the case of those employees with the same such date, in alphabetical order, A to Z.
- H. Employees exercising their rights to transfer shifts shall be placed by the Manpower Committee, in that classification, within the department, on that shift, provided they are capable of satisfactorily performing the assigned job. This paragraph does not apply to Skilled Trades; see Memorandum regarding Skilled Trades.
2. When new employees are hired, they may be placed by Management on any shift for training purposes until they are able to meet the requirements of the job, and until such times as the efficiency of operations will not be impaired by their placement on other shifts, but in any event not in excess of thirty (30) days. However, this time limit may be extended by mutual agreement.
3. In departments and/or groups having three (3) or more shift operations, employees will be given the option of filing for a first and second choice in accordance with the provisions of paragraph one (1) above. When an employee exercises either choice he/she will establish a six (6) months obligation to that shift preference application.
4. An employee, who is transferred under this Agreement to the shift of his or her choice, establishes a fixed six (6) month period of obligation to that shift, effective with the date of transfer. If an employee is bumped to another shift during this six (6) month period, he/she continues to be obligated to the shift to which he/she was transferred at the beginning

of the period. An employee who is transferred under this Agreement, subsequent to the above six (6) month period, establishes another fixed six (6) month period.

5. The above provisions shall not apply to employees engaged in necessary continuous seven-day operations.
6. Hardship circumstances will be resolved by the Manpower Committee. A single hardship will be defined as up to thirty (30) days and commence on the Monday following thirty (30) days (if Required). The hardship can be extended an additional thirty days by mutual agreement between the parties. The employees involved in the hardship must be capable of performing the work on the opposite shift. Under no circumstance will an employee be allowed to participate in a hardship trade more than two times in a calendar year.
7. In any emergency that may arise shift changes may be made by Management for the duration of the emergency, or until such time as lower seniority or temporary employees capable of doing the job are available for replacement. The employees will then be returned to their shifts.
8. Information relative to department shift preferences will be made available in each respective department. Upon thirty (30) days after successful ratification of the 2023 Local Agreement, shift preference listings will be made available upon request to the respective Committeepersons.
9. Any supplements to, modification of, changes, or additions to this Agreement, as written and approved, must be subject to ratification of the Local Union and submitted to the Personnel Staff of the Company and the International Union for approval.

10. This Local Agreement is subject to written notice of ratification to Management by the Local Union not later than the 30th day of April, 2025. After notice of ratification is received from the Local Union, this Agreement will be effective as provided herein upon approval of the Personnel Staff of General Motors Company and the International Union - UAW.

11. When employees are affected by a shift change, those employees will be notified no later than Wednesday prior to the scheduled move. The parties agree that hardship shift changes and emergency shift preference moves detailed in H. 6 & 7 of this agreement are not applicable to these provisions. The moves will be made on Monday or the first day of the week.

If either party desires to cancel, modify or change the Agreement, it shall, at least sixty (60) days prior to the date when it proposes that such cancellation, change or modification become effective, give notice in writing of the proposed change or modification. The other party, within ten (10) days after receipt of said notice, shall either accept or reject the proposal or request a conference to negotiate the proposal.

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 above written.

UNITED AUTOMOBILE, AEROSPACE
AND AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA
UAW LOCAL 276

GENERAL MOTORS
VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY

Approved:
GENERAL MOTORS
VEHICLE MANUFACTURING

Approved:
GENERAL MOTORS COMPANY

Approved:
INTERNATIONAL UNION, UAW

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**GENERAL MOTORS VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY
ARLINGTON, TEXAS**

**RULES FOR THE ADMINISTRATION OF PARAGRAPH 71
(OVERTIME)**

This Agreement is entered into this 24th day of March, 2025, between General Motors Vehicle Manufacturing, Arlington Assembly Plant, General Motors Company, hereinafter referred to as Management, and the Shop Committee, Local 276, International Union, United Automobile Aerospace and Agricultural Implement Workers of America, UAW, hereinafter referred to as the Union.

It is understood that this Agreement supersedes and cancels the Memorandum of Understanding Concerning Equalization of Overtime entered into at the General Motors Vehicle Manufacturing, Arlington Assembly Plant, dated March 11th, 2019.

This Memorandum of Understanding is entered into for the purpose of applying the provisions of Paragraph 71 of the National Agreement, and the following procedures will apply:

A. Equalization of Overtime Division I

Employees in Division I will equalize overtime by classification by Team or group of Teams engaged in similar work.

B. Employees in Division II (Skilled Trades) will equalize overtime as follows:

1. Skilled trades overtime equalization hours will be listed in two categories. These will be listed as Chart A and B.

Chart A. Team Overtime – Reflects the overtime hours charged by shift, by trade, by team. Daily overtime to perform work that is normally assigned to a team member will be offered to a respective team member of that classification under the provisions of Paragraph 71 of the National Agreement.

Chart B. Trade Overtime – Reflects the overtime hours charged by shift, by trade, plant wide.

C. General Provisions Division I and Division II

1. The overtime hours worked shall be counted as follows:

One (1) hour at time and one-half = one (1) and one-half (1 1/2) hours credit
One (1) hour at double time = Two (2) hours credit

Additional Stationary Engineer 7 Day overtime hours:

One (1) hour at time and one-quarter = one (1) and one-quarter (1 1/4) hours credit.
One (1) hour at double time (2) and one-half (1/2) = Two (2) and one-half (1 1/2) hours credit.

2. Equalization charts will list the employee's name, clock number, classification and up-to-date record of the employee's accumulated hours.
3. Equalization charts will be updated on a weekly basis and posted for employees to review. The responsibility for maintenance of the chart will be shared jointly by the Group Leader and Team Leader with the ultimate responsibility resting with the Group Leader.
4. Overtime equalization charts will be maintained in the Team room in each Department unless all three shifts and both parties agree to another suitable location.
5. Overtime will be equalized on a weekly basis.

6. Employees will be expected to work overtime associated with line time, when unforeseen circumstances arise, when required by their supervisor.
7. Employees will be expected to work the Overtime they have signed up for. Employees who sign up for/accept overtime offers and fail to work the aforementioned overtime will be charged two (2) times the amount offered on the Paragraph 71 chart (double charged).
8. Employees who do not sign up for Overtime will be charged for all available hours.
9. Emergencies that arise after employees have signed up for Overtime will be handled by the District Committeeperson and the Superintendent.
10. Employees will be credited for hours of work as indicated in (#1) above and such credit recorded on the proper equalization chart.
11. Employees will be credited for hours of work refused, and such refusal will be entered on the charts identified as a refusal, in accordance with (#1) above. The employee will be charged with all overtime hours that become available on the continuous overtime opportunity.
12. Employees transferred into an overtime equalization group will be immediately credited with the average number of hours of the group.
13. New Hires will be charged with the same number of hours credited to the highest hours employee on the equalization group chart to which they are assigned.
14. Employees who are transferred from other plants will be charged with the average numbers of hours in the equalization group.
15. Employees who trade shifts under the provisions of the Hardship Shift Preference Agreement will assume each other's hours.

16. Employees who are absent or out of their group for any reason excluding jury duty for more than thirty consecutive days will be charged with average hours upon their return.
17. Employees out of their group for any reason for thirty days or less except short term military leave, jury duty and bereavement and would have worked based on their standing will be charged with the hours they would have worked.
18. If the employee is called by Management for work after they have left the plant (has exited the turnstiles) and they decline such work, they will not be charged with the overtime hours involved.
19. Management will make every effort to offer overtime to employees the Thursday preceding the weekend overtime. However, the parties recognize there will be times wherein business conditions dictate the need for additional manpower that would require the asking of weekend overtime on Friday. Additionally, in the instance where there is a holiday weekend period, Management will offer the overtime to employees two days prior to the start of the holiday weekend period.
20. On January 1 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, maintaining the spread of hours between employees.
21. During the period of time an employee who is serving as a Committeeperson, Shop or District, his/her hours will not be charged, nor will they show on the Equalization Charts.
22. Daily model change augmentation overtime past the scheduled shift hours will be worked by the Maintenance Department augmenters assigned to the project during the scheduled hours of the day's shift. Weekend overtime will be equalized among those augmenting Maintenance Department on a separate overtime chart by classification. All augmenters will be zeroed in on the chart. The

first weekend work offered will be offered on the basis of seniority. At the time all employees on the chart have been offered work, additional overtime will be under the provisions of Paragraph 71 of the National Agreement.

23. Management acknowledges that it is their responsibility to make overtime offers of work when overtime is available.
24. The parties agree to develop an overtime log/list for verification that employees will use to sign up for overtime and management will use this list to call employees when overtime is needed. This call-in list/log will be maintained and have the time that the call was placed, if the person answered yes or no, the phone number called and the amount of overtime offered.
25. The parties have agreed that the overtime equalization charts will be maintained in the team room in each department as default unless all three shifts and both parties agree to another suitable location.
26. Management has and will continue to utilize overs and unders, where practicable, to accommodate additional employees requesting time off on production Saturdays. The parties clearly understand that in the event an over/under is utilized to accommodate an employee request for time off on Saturday, the employees must be capable of performing the job.
27. A process will be developed to track issues pertaining to overtime canvassing. The Company further resolves that if issues are found. We are committed to problem solving and assigning timely corrective actions.
28. If special projects or shifts require half of a team to work overtime, a Team Leader capable of fulfilling all roles and responsibilities will be brought in for support. The local parties will develop a Memorandum of Understanding before implementing the process.

29. Management will cover all known absences as much as possible by use of temps or offer Over/Under to Team Members prior to placing team leaders on line for all known absences. This would exclude VR and FMLA call-ins.
30. Group Leaders will keep and maintain a list of all GM employees who are asked to work during their breaks and/or lunch; and the Group Leaders will note whether the employee agreed to work during breaks and/or lunch or whether the employee did not agree to work during breaks and/or lunch for the purpose of properly maintaining Paragraph 71 charts.
31. The Company is committed to enhancing the 71 Overtime process in all areas of the plant in support of the practice of offering Overtime from low to high hours in line with all applicable Local and National Agreement provisions. This will be accomplished by mutually agreed upon Joint Training and Audits. Any issues which arise will be discussed between parties to ensure compliance. This does not constitute a low man agreement.

D. Division I

When an employee is assigned overtime work augmenting a group elsewhere in his/her department, or in the plant, he/she will be credited on the records of his/her own equalization group for the hours worked in such other group and shall subsequently equalize such hours in his/her own group.

On January 1, 2026, Committeeperson and Management will review Overtime Equalization charts to adjust and resolve incorrect charging issues as appropriate. Going forward after this exercise if the spread of hours is greater than 100 hours and the issue cannot be resolved by the UAW Committeeperson and the Management designee, then the issue will be escalated to the Shop Committee and Management for resolution.

E. Division II (Skilled Trades)

All of the following guidelines shall apply to all skilled trades within the plant excluding Stationary Engineer 7 day, the provisions for which are listed in Section F. of this Agreement.

1. Skilled trades overtime equalization hours will be listed in two categories. These will be listed as Chart A and B.
 - a. Chart A. Team Overtime – Reflects the overtime hours charged by shift, by trade, by area. Daily overtime to perform work that is normally assigned to a team member will be offered to a respective team member of that classification under provision of Paragraph 71 of the National Agreement.
 - b. Chart B. Trade Overtime – Reflects the overtime hours charged by shift, by trade, plant wide.
2. Equalization of hours in each area will be posted on a weekly basis. These charts will be displayed in the team area in such a manner that the employees may check their standings.
 - a. Overtime charts will be archived for a period of one (1) year.
 - b. Chart B will reflect all hours charged on each day from the previous week.
 - c. Employees transferring to a shift will be averaged onto Chart B.
 - d. Chart B will be a subset of Chart A, reflecting the same amount of hours.
 - e. Each employee's hours for the previous week will be transcribed on Chart B. The hours on the updated Chart B will then be used under Paragraph 71 of the National Agreement as outlined in number 5 below for scheduling the next weekend/holiday overtime period.

- f. For the purpose of this agreement, the skilled trades areas will be: Facilities, Body Shop, Paint and General Assembly.
3. Weekly overtime will be equalized among skilled trades employees of the same trade working in the area in which the work occurs using Chart A.
- a. Chart B will be utilized before forcing employees to work unwanted overtime when it can be done without impacting the overtime work or the efficiency of operations. Management will continue to follow current National Agreement language or overriding MOU language as it pertains to Overtime.
 - b. Supplementation of a team working weekly overtime will be made first from other teams, of the same trade, within the area, utilizing Chart B.
 - c. Supplementation from outside the area will be handled in accordance with Chart B.
 - d. In the event augmentation is necessary, the manpower committee will determine which trade to utilize.
 - e. All of the above will be handled in accordance with Paragraph 71 of the National Agreement.
4. Weekend/Holiday Overtime
- a. If work is to be performed in a team during weekend/holiday periods then a "key person" from this area may do the work or be one of those selected from the equalization group to perform the work.
 - b. When it is necessary to schedule an additional second "Key Person" in the same area, Management will schedule an additional tradesperson from the "B" Chart for the sole purpose of training with that key person.

- c. The Skilled Trades Manpower Committee, in their weekly review, will monitor overtime equalization. Particularly of "key persons" in teams where there is a low number of any trade in a team.
- d. Pre-planned augmentation during weekends/holiday periods will be resolved by the Skilled Trades Manpower Committee. The Skilled Trades Manpower Committee will decide which trade will be used to augment. The trade used to augment will be asked under provisions of Paragraph 71 of the National Agreement.
- e. All multiple day overtime opportunities will be scheduled in one (1) day increments, each day being accepted or refused. Unique circumstances may arise that may require job continuation for a weekend/holiday period. These unique circumstances will be handled by the Manpower Committee.
- f. Employees forced to work overtime will be charged twice the normal hours. When being informed of their forced status, employees may elect to change their response to accept from refused to avoid the double charge.
- g. When an employee is scheduled for overtime work when not all employees of that trade were scheduled for overtime, and fails to show up, employee will be charged twice the normal hours.
- h. Management will schedule weekend/holiday overtime on Thursday of the previous week. No one will be forced to work any later than the Monday immediately prior to the weekend/holiday unless an emergency exists.
- i. During the course of project planning, the parties may mutually agree to schedule weekend/holiday overtime opportunities earlier than referenced in item "h" above.

- j. Management's plans to work holidays/downtime will be communicated to employees no later than 2 weeks prior to the holiday/downtime in question.
- k. An employee on contractual absence on the designated overtime polling day may submit in writing, prior to their absence, their desire to work overtime they would be eligible for, providing they will return to work no later than the day prior to the overtime opportunity.
- l. When a holiday occurs in conjunction with a weekend, the overtime chart utilized to schedule the weekend will also be used to schedule overtime for the holiday. Unique circumstances that arise relative to the July shutdown and the Christmas holiday period will be agreed upon by the Manpower Committee.
- m. Management will utilize the option of offering "overs & unders" prior to forcing employees to work unwanted overtime, when it can be done on work assignments or tasks which are continuing across all three shifts, without impact to the overtime work assignment or the efficiency of operation.
- n. Management will follow current National Agreement language pertaining to section 12 (Emergencies) page 229 of the 2015 National Agreement on overtime, or any overriding MOU language as it pertains to overtime.
- o. Management will make every effort to eliminate forcing skilled trades employees to work on holiday weekends (including use of over-unders and qualified volunteers from other shifts). In an effort to eliminate the Holiday weekend forcing, employees will be required to notify Management sixteen (16) days in advance of a Holiday weekend of their desire to accept or decline available work.

- p. Management intent is to equalize OT fairly between the shifts as far as practicable. Disagreements with GM Division II OT offers for weekend/holiday work will be escalated to the Key 4 for resolution.

F. Division II Stationary Engineer 7 day

The overtime provisions for Stationary Engineers 7 day, is listed in Paragraph 87 of the National Agreement. The Local Agreement provisions are as follows:

1. Equalization of hours in each area will be posted on a weekly basis. These charts will be displayed in the team area in such a manner that the employees may check their standings.
 - a. Overtime charts will be archived for a period of one (1) year.
 - b. Chart B will reflect all hours charged on each day from the previous week.
 - c. Employees transferring to a shift will be averaged onto Chart B.
 - d. Chart A will be a subset of Chart B, reflecting the same amount of hours.
 - e. Each employee's hours for the previous week will be transcribed on Chart B. The hours on the updated Chart B will then be used under Paragraph 71 of the National Agreement as outlined in number 2 below for asking for the next weekend/holiday overtime period.
2. Overtime offering will be as follows:
 - a. Overtime will be offered to the off-day Operator(s) from low to high on the Overtime Equalization Chart. If the off-day Operator(s) declines the opportunity to work, then overtime will be offered by the “over and under policy”.

- b. The over and under policy is from low to high operators on the Overtime Equalization Chart for the current shift will be offered to work four hours of overtime and the low to high operators on the Overtime Equalization Chart for the following shift will be offered four hours prior to their normal start time.
- c. All multiple day overtime opportunities will be offered on one (1) day increments, each day being accepted or refused. Unique circumstances may arise that may require job continuation for a weekend/holiday period. These unique circumstances will be handled by the Manpower Committee.
- d. Employees forced to work overtime will be charged twice the normal hours. When being informed of their forced status, employees may elect to change their response to accept from refused to avoid the double charge.
- e. When an employee accepts overtime work when not all employees of that trade were offered overtime, and fails to show up, employee will be charged twice the normal hours.
- f. Management will offer weekend/holiday overtime on Thursday of the previous week. No one will be forced to work any later than the Wednesday immediately prior to the weekend/holiday unless an emergency exists.
- g. During the course of project planning, the parties may mutually agree to offer weekend/holiday overtime opportunities earlier than referenced in item “f” above.

Any supplements to, modification of, changes, or additions to this Agreement, as written and approved, must be subject to ratification of the Local Union and submitted to the Personnel Staff of the Company and the International Union for approval. This Local Agreement is subject to written notice of ratification to Management by the Local Union not later than the 30th day of April, 2025. After notice of ratification is received from the Local Union, this Agreement will be effective as provided herein

upon approval of the Personnel Staff of General Motors Company and the International Union - UAW.

If either party desires to cancel, modify or change the Agreement, it shall, at least sixty (60) days prior to the date when it proposes that such cancellation, change or modification become effective, give notice in writing of the proposed change or modification. The other party, within ten (10) days after receipt of said notice, shall either accept or reject the proposal or request a conference to negotiate the proposal.

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 above written.

UNITED AUTOMOBILE, AEROSPACE
AND AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA
UAW LOCAL 276

GENERAL MOTORS
VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY

Approved:
INTERNATIONAL UNION, UAW

Approved:
GENERAL MOTORS
VEHICLE MANUFACTURING

Approved:
GENERAL MOTORS COMPANY

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**GENERAL MOTORS VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY
ARLINGTON, TEXAS**

LOCAL ADAPT PLACEMENT PROCEDURE
(Accommodating Disabled People in Transition)

RESTRICTIONS

1. All employee restriction information will be handled in a confidential manner. Information contained in the ADAPT file will be limited to the ADAPT team (UAW ADAPT and Management ADAPT Representatives) unless released by signed authorization of the employee, or information is relevant to the Union's or Company's defense against claims, charges, grievances, or litigation.
 - a. All restrictions will be processed through Plant Medical.
 - b. The Plant Medical Director will evaluate the employee.
 - c. The employee restrictions will be honored, or
 - d. The employee restrictions will be denied, or
 - e. The Plant Medical Director will alter the employee restrictions.
2. Medical will make the following distribution of HIS (Health Information System) Medical Notice of Restrictions as follows:
 - a. Copy – retained in medical files.
 - b. Copy – ADAPT team.
 - c. Copy – employee.

3. After the Plant Medical department determines the employee restrictions, the employee will report to the ADAPT team for an interview to review their medical restrictions, review the placement process and answer any questions or concerns of the employee.
4. If the employee's assigned job meets the employee's restrictions, the employee will stay on the assigned job, if not, the following will apply:

TEAM PLACEMENT

1. The ADAPT team will look at jobs in the team for placement, starting with open jobs.
2. If no open job exists, the lowest seniority employees' job in the team will be looked at for placement, if the job meets the restrictions of the employee to be placed.
3. If the lowest seniority job in the team does not meet the employee to be placed restrictions, the ADAPT team will proceed upwards by seniority, bypassing employees already in the team with active restrictions, but only to the point where the restricted employee being placed has seniority.
4. If a job cannot be found that meets the employee restrictions, the ADAPT team will go back through the team as above, looking at the jobs bypassed (restricted employees) in seniority order for placement.
5. In any of the above placement situations, the employee displaced from the team by the placement of a restricted employee returning or entering into the team, will be the least seniority employee; except in cases where the employee to be bumped has restrictions that will not allow them to perform the jobs in the team of lesser seniority.
6. In the event the employee with restrictions cannot be placed in his/her team, or the employee does not have rights to a team, the ADAPT team will initiate the "Restricted Employee Job Placement" form, and must sign and date the form.

DEPARTMENT PLACEMENT

1. The ADAPT team will attempt to place the employee within the department, first by looking at “open jobs”, excluding preferred jobs. An open job is:
 - a. A posted job, which no one applied.
 - b. A secondary opening.
2. If the employee cannot be placed on an open job, the ADAPT team will begin at the bottom of the departmental seniority list and proceed upwards, bypassing employees with active restrictions but only to the point where the restricted employee being placed has seniority.
3. If a job cannot be found that meets the employee restrictions, the ADAPT team will go back through the departmental seniority list as above, looking at the jobs bypassed (restricted employees) in seniority order for placement.
4. When doing this, the employee displaced from the department/shift by the placement of a restricted employee will be the least seniority employee.
5. If an employee cannot be placed in his/her department on his/her shift, the employee will be sent to the opposite shift, seniority permitting, and that ADAPT team will attempt to place the employee using the procedure outlined above.

RESTRICTED EMPLOYEE JOB PLACEMENT FORM

1. At each step of this procedure, before sending the employee to the opposite shift or another department, the ADAPT team will complete, sign and date the appropriate portion of the “Restricted Employee Job Placement” form.

2. The Superintendent should review and initial in the proper place. The Area Manager, Committeeperson at large and a member of Labor Relations should be kept informed of all moves across shifts or departmental lines.
3. The ADAPT team will obtain the signatures of the appropriate Committeepersons-at-large.

ANOTHER DEPARTMENT AND/OR SHIFT

1. Each department will furnish the ADAPT team a current list of all employees within the department by shift.
2. This list is needed in seniority order, showing the employees name and current job assignment, plant and corporate seniority, team number, location of the job assignment and indicate on the list all employees that were placed on job assignments due to current medical restrictions.
3. Each department will update this ADAPT list on a regular basis.
4. The ADAPT team will look plant wide for placement:
 - a. If after accepting a transfer an employee is given restrictions and cannot be placed within the department they were transferred, the department where the employee previously had seniority will be the first department the ADAPT team looks for placement.
 - b. Open operations, by seniority, by department.
 - c. Employees in this ADAPT procedure will not be placed across departmental lines in a “service department” – without written agreement of the Shop Committee and Management.
 - d. Employees waiting to be placed will be kept on active payroll until jointly agreed that no job is available within the employees restrictions.

5. If an operation is found within the plant, the ADAPT team will contact the Committeeperson at-large and Labor Relations for movement across departmental lines.
6. If there are no operations located within the plant, the employee will be placed on SLA or Worker's Compensation (whichever the case) to be covered by the employee's physician or plant physician.

PLANT MEDICAL DIRECTOR

1. The Plant Medical Director will make the final determination as to the appropriateness of an employee's restrictions.
2. The Plant Medical Director may accept, reject or modify an employee's restrictions and is the final determining factor in the placement of employees.
 - a. The Plant Medical Director determines if/when he is offering a Work Conditioning Program and who is a candidate for such program.
 - b. When in the Work Conditioning Program, the employee will be assigned to work on their ADAPT assigned job for a period of at least one week, progressing up to 8.0 hours per day, prior to being removed from the work conditioning program and sent to regular production.
 - c. Work Conditioning Program at present is performed on 1st shift only. Second shift employees in the Work Conditioning Program will be returned to their respective shift on Friday to work 8.0 hours and graduate the program.
3. Any employee wishing to have his/her restrictions lifted prior to the expiration date must have the approval of the Plant Medical Director.
4. Adequate Medical (physician) coverage will be made available to handle ADAPT related issues for all employees.

GENERAL PROVISIONS

1. Any time during the above ADAPT procedure, Paragraph 43(b) of the National Agreement or any other agreed to local practice for appeal will be applicable.
2. Any employee moved from their home department or classification due to medical restrictions, and placed in another department, will immediately be returned to their original department or classification upon expiration or removal of the originating restrictions.
3. While in the procedure, the employee placed across departmental lines, will be eligible to post for open jobs within their “home” department or classification, which are within their restrictions.
4. While in this procedure the employee will be eligible for transfer according to Paragraph (63a) & (63b) and IIIc of the National/Local Agreements within their restrictions.
5. Seniority employees with restrictions on file in the plant Medical Department will be allowed to test their seniority in a requested department per provisions of paragraph (63a) and (63b) in the National Agreement and Section III (c) of the Seniority Agreement. Prior to being offered a transfer under these provisions the Joint Local ADAPT team will determine if a job exists that is in line with the employee’s seniority and meets their medical restrictions. If determined by the Joint Local ADAPT team that such a job does exist, the employee will be offered the transfer and will be placed on that job if the transfer is accepted.
6. It is clearly understood between the parties that the only avenue to transfer between departments and classification is defined within the provisions of the Local Transfer Agreement.
7. While in this procedure the employee will not gain seniority in a department/classification they have “been placed” into according to the ADAPT Procedure.

8. The ADAPT team will be responsible for monitoring the “placements” and the restrictions of the employees who are placed on their shift.
9. An employee “bumped” by the procedure above will have recall rights to the operation they were displaced; if the employee “placed” (with restrictions) moves from the operation within (60) sixty calendar days from when he/she physically performs the job.
10. If while in this procedure, the employee goes on SLA for less than 30 days and returns with the same restrictions, the employee would return to the job where he/she was previously placed, seniority permitting.
11. Every attempt will be made to implement this procedure within 10 working days.

If either party desires to cancel, modify or change the Agreement, it shall, at least sixty (60) days prior to the date when it proposes that such cancellation, change or modification become effective, give notice in writing of the proposed change or modification. The other party, within ten (10) days after receipt of said notice, shall either accept or reject the proposal or request a conference to negotiate the proposal.

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 above written.

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Approved:
GENERAL MOTORS COMPANY



**GENERAL MOTORS VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY
ARLINGTON, TEXAS**

ARLINGTON TEAM CONCEPT

The parties jointly recognize that people are our most important resource. We are committed to providing a culture that will enable the Arlington Plant to manufacture a world-class, quality product at a competitive cost. GM recognizes that any competitive advantages that the company enjoys stems from the knowledge, skills, and abilities of its people. For our future success, it is imperative that we work together as a Company and union to improve quality and cost to insure long-term job security. The parties have jointly developed a Team Concept that provides the employee with the ability and responsibility to make decisions that contribute to the overall success of this facility.

“Team Meeting Guidelines”

1. Team meetings are designed to give Team Members an opportunity to exchange information that affects the Team. Through problem solving, planning and decision-making on non-contractual issues, Teams can have an impact on the decisions that affect the Team, which must be consistent with current policies. All departments will use one common process for team meetings.
2. Team meetings will be held for thirty minutes each week at a time and day mutually established by the parties.

3. Meetings

- A. Each team will have a designated area in which to meet.
- B. Team Member's attendance is mandatory at Team Meetings. Team Members should be on time, participate in discussions pertinent to the issue, offer suggestions but refrain from taking over the meeting, and respect other members.
- C. Team Leader's attendance is mandatory and must facilitate the Team Meeting.
- D. Group leaders will begin Team Meetings with information to share with the Teams and then allow the Teams to conduct their business. Teams may have issues that need to be discussed without the presence of the Group Leader and will be allowed time.
- E. Management will notify the Teams prior to meetings of Management personnel who will be present at meetings.
- F. The Team may request other resources attend Team Meetings, such as, Committeepersons, I.E. Representatives, Reliability Engineers, Vendor Representatives, or the Superintendent. The Team may also request that some of the selected resource representatives above attend the meeting and serve only as an observer or mediator.
 - 1. The name of the individual who represents the resource should appear on the agenda.
 - 2. Resource Representatives should attend the meeting prepared to give the Team information that will assist them in making a valid decision.

4. Actions to be taken prior to meeting

A. Agenda Preparation

1. Team members are encouraged to suggest agenda items
2. The Team Leader will prepare the meeting agenda.
3. Each team member will have access to the agenda prior to the meeting, with the agenda posted in a known, accessible location.
4. The agenda should include the following:
 - a. Old business
 - b. New business

B. Team Recorder

1. A Team Recorder or another member of the Team will be responsible for taking minutes of the meeting.
2. Any pertinent discussion should be recorded.
3. The minutes will identify Team Member accountabilities and responsibilities for carrying out the decisions made during the meeting.
4. Copies of minutes will be maintained in a notebook for quick reference, with the notebook being available for each meeting.
5. Distribution of copies or minutes – copies of minutes should be given to the Group Leader and Manpower committee for their review and comments. The Group Leader is responsible to pass along a copy of the team minutes to upper Management.

5. Team Leader Meetings

- A. Prior to a Team Meeting, the Superintendent or in their absence, the Business Manager will hold a meeting with the Team Leaders.
- B. Discussions will involve safety, current events, major items of concern, major defects, problem solving, and problems associated with daily operations.

6. Upper Management will review the Team Meeting Minutes responding to items of concern, when appropriate compliment the Team for work well done, and return the minutes to the Team.

DIVISION I

The very core of the Team Concept is the Team, Team Members, Team Leaders and Group Leaders whose duties and responsibilities have been defined as follow:

1. Team Member (Operator) Responsibilities:

A. Safety

1. Wears required protective clothing as required.
2. Uses required protective equipment as required.
3. Understands and follows posted guidelines and practices (e.g. evacuation procedures, lockout procedures, etc.).
4. Activates emergency stop if an emergency condition occurs.
5. Reports accidents or near misses to Team Leader.
6. Behaves in a manner that promotes safe work practices.
7. Assists others in following safe work practices.
8. Uses ergonomic assists as required

B. Quality

1. Understands requirements according to JES/SOS worksheets and process control plans.
2. Assures completeness and quality of work on each job.
3. Properly uses specified tools, equipment, fixtures, devices, and parts.
4. Notifies Team Leader of problems related to the function of tools, equipment, fixtures, devices, and parts (operation, wear, etc.).
5. Wears mutilation protection and uses due care with tools, equipment, fixtures, devices, and parts to prevent damage to the product.
6. Performs routine maintenance, as defined by local practice that can be performed safely after proper training.
7. Attempts to correct defects before using Quality Andon.

8. Signals for assistance using the Quality Andon if:
 - a. A defect cannot be repaired.
 - b. Work cycle cannot be completed.
 - c. A previously undetected defect is observed.
9. Resets Quality Andon if problem is resolved prior to assistance arriving after ensuring the safety of the area.
10. Reports scrap to Team Leader.
11. Processes first time quality cards.
12. Participate in problem solving activities as required.
13. Participate in waste elimination and CIP activities as required.
14. Know all quality standards.

C. JES/SOS

1. Follows JES/SOS on each job.
2. Understands Visual Line Balance Wall elements.
3. Assists in development of JES/SOS charts.
4. Assists in operation set-up (as required).
5. Continues to work and complete JES/SOS until process stops at breaks, lunch and at the end of a shift.
6. Suggests and helps implement ideas to reduce Waste (NVA).
7. Perform TPM/PMP tasks as defined in JES/SOS in accordance with the provisions of the GM-UAW National Agreement.

D. Pull System

1. Mails pull cards with the first part used from each container.
2. Reorders bulk parts at the specified reorder point using the electronic Pull Signal pendant.
3. Notifies Team Leader if:
 - a. Cards are missing.
 - b. No response on the Electronic Pull System pendant.
 - c. Parts are not delivered on time.

E. Communications

1. Communicates:
 - a. Openly and freely with Team Members, Team Leaders, Group Leaders and Support Personnel.
 - b. Problems.

- c. Concerns.
 - d. Ideas and suggestions related to product, process, and facility.
2. Contributes to discussions in team meetings.

F. Human Resources

- 1. Treats other with dignity and respect.
- 2. Works well with other team members.
- 3. Understands and supports Quality Network beliefs, values, and strategies.
- 4. Assists in training of other Team Members (as required).
- 5. Participates in team meetings and other team or group activities.
- 6. Team members should be proficient on all operations within the team. Rotation within the team will be implemented as members are trained on operations in the team. Certain teams will be required to rotate because of ergonomic reasons. These teams will be designated by the Plant Medical Director and the Manpower Committees. Paragraph 72 employees will be required to know all operations in the team and will rotate on all jobs that meet the employee's restrictions. Restricted employees will not be allowed to replace a higher seniority employee within the team. Any deviation will be handled by the Departmental Manpower Committee*.
- 7. Is on time and ready to work each day.
- 8. Performs all jobs within the team proficiently.
- 9. Understands and complies with all rules of conduct regarding appropriate behavior.
- 10. Understands and avoids any form of harassment or discrimination.

*The Manpower Committee consists of the Department Business Manager and the Committeeperson. This committee is empowered with certain duties and responsibilities which include the following: The assignments of employees to teams within the department, manpower movement within the department, maintaining records, counseling employees, scheduling vacations, and resolving issues in a timely manner. The parties recognize that even though the

Committeeperson is an integral part of the Manpower Committee, Management still retains the rights stipulated in Paragraph 8 of the National Agreement. Any issues that arise will be escalated to the department head for resolution.

G. General

1. Assists in achieving team and plant goals, related to safety, quality, productivity, quantity, cost, attendance, and workplace organization.
2. Performs additional duties as required that are not in violation of Local or National Agreements, (e.g. quality data collection, problem solving, etc.).
3. Perform 5S tasks & maintain workplace organization.
4. Participate in scheduled training.
5. Provide information during layered audits.

2. Team Leader (Support Person) Responsibilities:

A. Safety

1. Encourages and assures good safety, ergonomic and work practices.
2. Inspects worksite for potential safety hazards or problems.
3. Wears protective clothing (as required).
4. Confirms visually that all Team Members have protective clothing.
5. Trains Team Members regarding:
 - a. Proper use of equipment, tools, fixtures, and parts.
 - b. Lock-out procedures.
 - c. Plant safety rules.
 - d. Good ergonomic work practices.
 - e. Evacuation procedures.
6. Observes Team Member work methods to identify and solve potential safety or ergonomic problems.
7. Assures that all Team Members know:
 - a. All posted safety rules and practices.
 - b. Hazardous waste handling practices and proper disposal is maintained.

- c. Evacuation and emergency procedures are posted and understood by all Team Members.
8. Reports accidents or near misses to Group Leader.
9. Sets an example that promotes safe work practices.
10. Posts safety performance.
11. Assures the area is clear of all safety concerns prior to resetting Andon.
12. Participate in area safety observation tours.

B. Quality

1. Checks products and workstations continuously during the shift to ensure:
 - a. Quality of products (observes each job).
 - b. Equipment, tools, fixtures, and devices are fully operational and tested for quality and accuracy.
 - c. Operators, equipment, tools, fixtures, and devices are protected to prevent mutilations.
 - d. Quality Andon is in good working order (e.g. lights, cords, boards, music, etc.)
2. Performs and records required in-process inspections (weld checks, torque checks, MVSS checks, etc.).
3. Assures that:
 - a. Equipment, tools, fixtures, and devices are in good working order.
 - b. Preventative maintenance is performed per schedule.
4. Responds promptly to Quality Andon signals.
5. Responds to problems found at containment (inspection) stations, Andon Stations, or Verification Stations.
6. Repairs or makes determination on defects at stations (Andon Station, or Verification Stations) – follow any Health and Safety procedures that are put into place, when performing any repairs or replacing heavy equipment.
7. Records defects not repaired on inspection ticket.
8. Flags defects for later repair in system (where appropriate).
9. Resets Quality Andon after repair determination.
10. Reports scrap to the Group Leader.
11. Identifies applications and develops error proofing devices.

12. Conducts and supports problem solving within the team using the Quality Network Problem Solving Process:
 - a. Maintains log of repetitive problems and Andon calls.
 - b. Lead problem solving activities.
13. Participate in layered audits.
14. Knows all quality standards.
15. Lead CIP & waste elimination.

C. JES/SOS

1. Develops and maintains Visual Line Balance Wall and rebalances work elements within the team and other work groups.
2. Creates, maintains and posts JES/SOS.
3. Sets-up operations to JES/SOS and assures that start, finish and fixed position stop points are properly marked.
4. Trains Team Members regarding JES/SOS.
5. Observes each operation daily and assures that:
 - a. JES/SOS is being followed.
 - b. Waste (time, material, talents, etc.) is eliminated.
6. Assist Team Members to complete JES/SOS work cycle as necessary.
7. Is proficient in performing each operation within the team.
8. Develop standardized work (T/L led line balance), in conjunction with the I.E. Dept.

D. Pull System

1. Applies Material Pull System.
2. Monitors JIT inventory levels on operations and assure minimum quantities are maintained.
3. Advises Materials of all changes in parts location or routing.

E. Communications

1. Communicates problems encountered during pre-start up checks to Group Leader.
2. Communicates frequently and openly to Team Members, Team Leader, Group Leaders, and other support personnel.
3. Maintains and reviews shift logs and checks condition of any reported problem.

4. Provides feedback upstream and downstream regarding quality problems.
5. Assist in establishing and maintaining Operation Certification Boards.
6. Submit/post required reports (safety, quality, production, cost, etc.).
7. Organizes and conducts team meetings.
8. Provides Group Leader with relevant concerns, suggestions, or problems, requests he/she attend meetings as needed.

F. Human Resources

1. Treats employees with dignity and respect.
2. Is cooperative and works well with Team Members.
3. Understands and supports Quality Network beliefs, values, and strategies.
4. Assures teamwork and harmony within the team.
5. Coordinates problem solving.
6. Resolves Team Member problems, concerns, or complaints.
7. Trains Team Members in all aspects of their jobs.
8. Participates in and contributes to team and group activities.
9. Can proficiently perform all jobs within the team.
10. Encourages Team Members to submit ideas, suggestions and improvements related to the product, process, or facility.
11. Replaces Team Members for emergencies.
12. Replaces other absent Team Leaders (as required).
13. Helps other Team Leaders by answering Andon calls if they are unavailable and cannot respond.
14. Is on time and ready to work each day.
15. Provides performance feedback to Group Leader.
16. Understands and avoids any form of harassment or discrimination, understands, and complies with all rules of conduct regarding appropriate behavior.
17. Replace absent team members (as required).
18. Team leaders are involved in ensuring attendance through the tracking of vacation time and time spent on the line.

G. General

1. Performs checks required during and at end of shift (quality, equipment, etc.).
2. Assists Group Leader in performing productive work activities that can be accomplished during unscheduled downtime and between shifts.
3. Requisitions and obtains supplies, monitors usage and cost.
4. Works with assigned personnel on current and future models (prototype, pilot, trial runs, etc.).
5. Assists in the development and attainment of team, plant, and company goals (e.g. safety, ergonomics, quality, productivity, cost, his/her attendance, housekeeping, etc.).
6. Trains team member in areas of safety, quality, JES/SOS, pull system, communications, and general team responsibilities.
7. Perform 5S tasks.
8. Maintain level 5 BPD & review with team.
9. Participate in TPM/PMP activities in accordance with the provisions of the GM-UAW National Agreement.
10. New Team Leaders will go through mandatory Team Leader bootcamp. Refusal to attend this training could result in removal from the position.

3. Team Leader Competencies and Evaluations

The parties have agreed the following competencies for Team Leaders are integral to the Successful implementation of the Global Manufacturing System (GMS) at the General Motors Arlington Assembly Plant:

- A. **Adaptability** – Assists in promoting a more effective environment through continuous improvement for the team and the area.
- B. **Communication** – Understands and promotes (Safety, People, Quality, Responsiveness, Cost & Environmental (SPQRC) to team members. Provides feedback both upstream and downstream to leaders and team members. Encourages team members to submit ideas, suggestions, and improvements related to the product, process, or facility.

- C. **Results Oriented** – Provides leadership ensuring safety, ergonomic and work practices are followed within the team; Ensures building quality products by meeting specified requirements daily (standardized work); Addresses internal and external problems, concerns, or complaints; Focuses on improving and controlling quality costs for the team.
- D. **Building Relationships and Partnerships** – Supports resolution of issues with engineering, maintenance, material, leaders, external and internal customers.
- E. **Decision Making** – Leads the team in day to day operations to meet safety, people, quality, responsiveness, and cost activities.
- F. **Integrity/Trust/Ethics/Values** – Treats all team members equally and fairly with dignity and respect.
- G. **Priority Setting/Organizing** – Eliminates roadblocks; creates focus; uses resources effectively and efficiently.

In conjunction with the competencies above the parties will jointly develop an objective based evaluation for Team Leaders to receive regular feedback on their performance to competencies, and their roles and responsibilities. The results of the evaluation will be taken into consideration as training plans are developed.

Evaluations will be completed on an annual basis.

4. **Team Leader Assessment**

- A. Interested applicants will be assessed using a comprehensive assessment program. This jointly developed assessment is to ensure candidates have the fundamental skills and capabilities to be successful as Team Leaders.
- B. The jointly developed objective assessment will be competency based. The competencies to be assessed will include but are not limited to:

1. Safety Awareness
 2. Applied Learning
 3. Leadership Skills
 4. Quality Orientation
 5. Teamwork
 6. Adaptability
 7. Communication
 8. Decision Making
- C. Employees who do not pass the assessment will be provided needs analysis feedback from the assessment process. Such employees will be encouraged to take their own initiative to obtain the necessary skills and abilities through the utilization of the jointly administered training programs/systems. Once such skills and abilities are obtained, such employees will be able to go through the assessment process again.
- D. Basic criteria will be utilized for filling openings for team leaders. When openings occur, they will be filled in seniority order from applicants who have successfully passed the assessment process. Once openings are filled, team leaders will receive the appropriate training.
- E. This process will be utilized to fill Team Leader openings and this process does not apply to employees currently classified as Team Leaders.
- F. Team Leaders who desire to return to the Team Member classification will be allowed to submit their requests in the Personnel Office. Management will move Team Leaders back to the Team Member classification no later than the Monday following ten (10) working days. They will be allowed to withdraw their request within three (3) working days. The calculation of the ten (10) working day clause referenced above will not begin until after the expiration of the withdrawal time period. Requests may only be withdrawn once within any twelve (12) month period.

5. Team Leader Absentee Replacement

- A. The Team Leader Absentee Replacement Operators shall be able to perform and remain proficient on all operations within the area, and cannot have any medical restrictions; which would prohibit or prevent them from performing all jobs within their assigned responsibilities. Team Leader Absentee Replacement Operators first responsibility will be to cover for a functioning Team Leader's known absence in their assigned group. Team Leader Replacement Operators will not count against the 8:1 ratio (6:1 under GMS) established for functioning Team Leaders within respective departments. Any concerns or problems arising in regard to the Team Leader Absentee Replacement will be resolved by the Department Manpower Committee.
- B. Primary Team Leader openings will first be scoped from the boundaries of the 8001/8003 classification department-wide, by shift. Secondary openings, the Team Leader Absentee Replacement group will be scoped to fill the Team Leader vacancy. Lastly, the resultant Team Leader Absentee Replacement opening will be filled from the plant-wide 63(a) and 63(b) listings.
- C. Training will be held when a class size of five (5) new Team Leader Absentee Replacements has been reached within Division I.
- D. The first to be considered when filling open Team Member jobs will be 8000/8002 ARs. If there are not enough qualified 8000/8002 ARs to cover all open jobs, 8001/8003 ARs will be utilized to cover the remaining openings. In the event all Team Member jobs are filled and the 8001 ARs are not assigned, the 8001/8003 ARs will be utilized to cover an absent Functioning Team Leader. Once an 8001/8003 AR has been assigned to cover an absent Functioning Team Leader, the 8001/8003 AR will assume all duties of that Functioning Team Leader and be treated no differently than other Functioning Team Leaders. Management agrees that Team Leader ARs are among the most knowledgeable employees in the Group Leader's area. Therefore, if a Team Leader AR has been assigned

to cover a Team Member's job, and additional manpower becomes available, providing there are no Functioning Team Leaders that have been assigned to cover 8000/8002 Team Member jobs, the Team Leader AR will be freed up and assigned other tasks. It is not the parties' intent to minimize the value of the 8000/8002 AR's, who provide excellent coverage to maintain production in the absence of Team Members for various reasons. In this regard, the 8000/8002 AR's assignments should be rotated in a fair and equitable fashion, as not to create favoritism or relieve Management of its obligation to train all AR's to be able to cover multiple job assignments, to maximize flexibility in manpower coverage.

DIVISION II – Skilled Trades

1. Team Leader (SME) Responsibilities

- A. Encourage Safe Work Practices.
- B. Report accidents or near misses to Group Leader.
- C. Attend weekly department Team Leader's meeting.
- D. Provide input for weekend planning, including assistance materials and tools.
- E. Lead maintenance team meeting.
- F. Assist in determining the metrics to be tracked on the Level V BPD boards (SPQRCE).
- G. Responsible for updating the Level V BPD boards.
- H. Utilize Maximo for PM, repair activities, and to document shift notes.
- I. Support Team Member utilization of Maximo, assist and train as required.
- J. Participate in Safety Tours.
- K. Conducts and supports problem solving within the team.
- L. Assists in the processing of suggestions.
- M. Assists with versatility charts.
- N. Assists in the resolution of team member problems, concerns, and complaints within the team.
- O. Post overtime charts.
- P. Warranty Follow-Up.

- Q. Predictive.
- R. Problem Solving PPS.
- S. Breakdown Support.
- T. Kitting.
- U. WPO (Workplace Organization).
- V. Ordering Parts.
- W. Flex Charts.
- X. Layered Audits.
- Y. Assist in training on tech. materials including PLC/Robotics/Scaler.
- Z. Ordering parts, tools, and PPE.

2. Team Leader Selection Process

- A. Team Leaders will be selected by seniority within each team. Team Leaders must complete an application, an assessment, and an interview by the Joint Maintenance Committee.
- B. Teams without a volunteer for Team Leader will be polled by the Joint Maintenance Committee in an effort to secure a Team Leader for the team.
- C. In the event a team is still without a Team Leader, after utilizing the steps above, the Joint Maintenance Committee will look in other teams on the same shift, which had excess volunteers, of the same trade as the low seniority employee in the team which had no volunteers.
- D. This move will only happen if the volunteer identified above is willing to go to the team without a Team Leader. In addition, prior to initiating this move, the Union will review the process with the low seniority employee to ensure that he/she is aware that they will be leaving their existing team. Following this review, the low seniority employee will assume the Team Leader opening, or they will be transferred out of their existing team.
- E. The move identified above will be considered a primary opening.

- F. In the event the low seniority employee in the team is forced to assume the role of the Team Leader, he/she will function as the Team Leader until a volunteer is found. The volunteer will assume the role of the Team Leader provided the employee who was forced, no longer wants to be the Team Leader.

3. Team Leaders – Temporary Replacements

- A. Each team will have a Team Leader Alternate who will replace the Team Leader when the Team Leader is scheduled to be off work for any planned absence (including Vacation, Sick Leave, Jury Duty, etc.) of two (2) days or more.
- B. While functioning as the Team Leader, the Team Leader Alternate will be paid the Team Leader rate on the days that he or she functions.
- C. The Team Leader Alternate position will be filled through excess volunteers within the team, election by the team or low seniority.

Team Leader De-Selection Agreement

(Division I & II)

Intent:

It is the intent of Arlington Joint Leadership to ensure that each Team Leader be provided adequate training to perform their roles and responsibilities. However; the Joint Leadership also recognizes that every individual's capacity to learn and apply new skills varies. Accordingly, this agreement provides a fair and equitable means to address Team Leaders who are not performing to the expectations as outlined in their roles and responsibilities.

Process:

In the event that a Team Leader is not fulfilling their contractual obligations of the Team Leader position, the de-selection process will address the concerns. This process focuses on contractual obligations and required skill proficiencies, not the individual person. Documentation of all steps in the process is critical.

If the Union, Team Members, or members of Management have concerns about the performance of a Team Leader, they should first bring their concerns to the Group Leader. If further discussion is still required, it may be brought before the Area De-Selection committee for consideration and resolution. The Area De-Selection committee consists of: the UAW-QN/GMS Coordinator (or Union Designee), the Area Manager, both shift Superintendents, and both shift district committee persons.

If removal is necessary, the Team Leader (8001) will be reduced to Team Member (8000) status. All moves will be handled in accordance with established Arlington departmental agreements.

Once the Area De-Selection Committee has determined that a Team Leader should be deselected, that individual cannot be considered for a second Team Leader assignment until the following conditions have been met:

1. 180 calendar days have passed since his/her placement on another non-Team Leader assignment.

2. The employee has contacted the Arlington Training Department and completed the training plan that has been prescribed by the Area De-Selection Committee. This training is based upon the identified skill deficiencies that led to the de-selection process. Management will ensure that the Team Leader has the opportunity to contact the appropriate training facility.

If the Team Member completes both requirements, he/she will be eligible for placement as a Team Leader and may make application for the position. If the employee is de-selected a second time, he/she will not be eligible for any future Team Leader openings.

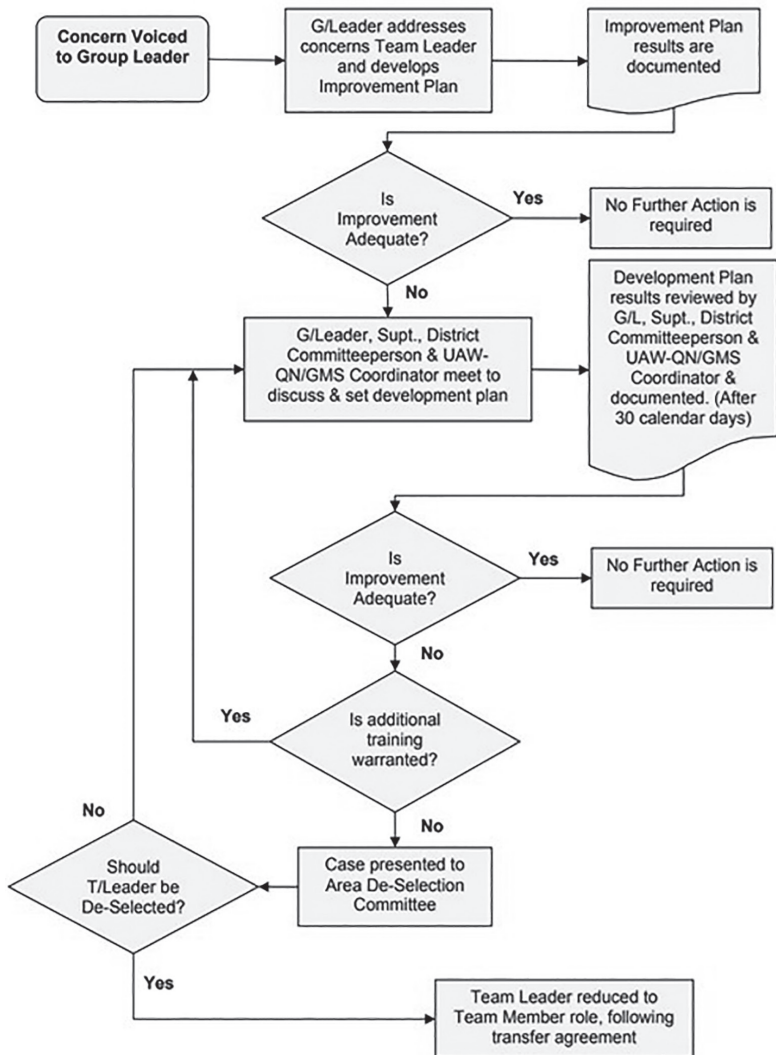
Steps to De-Selection:

The following process will be completed:

1. If the Union, Team Members or members of Management have concerns about the performance of a Team Leader, they should bring their concerns to the Group Leader. The Group Leader is to document the specific concerns.
2. The Group Leader will share concerns with the Team Leader and together establish plans to resolve the concerns. The Group Leader will monitor and document the Team 1/9/2007 Leader's progress to the plan. If progress to the plan is sufficient then no further action is required.
3. If required improvements are not being demonstrated by the Team Leader, the Group Leader will then contact the UAW-QN/GMS Coordinator (or Union Designee), Superintendent and District Committeeperson. All parties will be shown the improvement plan and the results to date.
4. The Group Leader and Superintendent will discuss and document issues with the Team Leader. The UAW-QN/GMS Coordinator (or Union Designee) will be present as a mediator and resource. The District Committeeperson will represent the interests of the Team Leader. If required, Group Leader, Superintendent, UAW-QN/GMS Coordinator (or Union Designee) will identify clear direction, expectations, and identify outside support (example: Contact the Training Department).

5. After 30 calendar days the Group Leader, Superintendent, UAW-QN/GMS Coordinator (or Union Designee) and District Committeeperson will meet to review the Team Leader's progress. They will determine whether progress to the plan is sufficient and no further action is required, additional training is warranted, or that the case should be presented to the Area de-Selection Committee.
 - If additional training is warranted, the Group Leader and Superintendent will involve the UAW-QN/GMS Coordinator (or Union Designee) and District Committeeperson on revisions to the plan and document all changes.
 - If no additional training is deemed warranted, the Group Leader and Superintendent will present the documentation to the Area De-Selection Committee.
6. The Area De-Selection Committee will consider the evidence and resolve.
7. The Group Leader and Superintendent will communicate with the Team Leader the Area De-Selection Committee decision and reassignment if necessary.

Team Leader De-Selection Process Flow Diagram





VACATION POLICY

It is understood between the parties that the Plant's vacation policy relative to accepting and approving bargaining unit vacation applications will be as follows:

1. In accordance with the GM-UAW National Agreement, the Arlington Assembly Plant will furnish employees with applications for the purposes of making vacation requests during the period of February 1 through February 28 of each year. The first Monday in April of each calendar year through the Sunday preceding the first Monday in April of the following year.
2. An employee may apply for vacation for a minimum of three (3) consecutive days within the same calendar week.
3. All vacation applications submitted within the application period will be returned to the employee no later than two (2) weeks from the last day of the application period.
4. After the February application period, the employee may submit an application for any additional open vacation dates, whether the application is for the entire week or one (1) day on a first come, first serve basis.
5. Applications for any additional open vacation dates will be returned to the employee at the end of the next working day after the submission of the application.

6. A back up list will be developed for those vacation applicants that were denied their vacation request, during the time period specified in the National Agreement for vacation approval. The high seniority employee on the vacation backup list, to have the first opportunity, to have the time off in the event those vacation days become available. Therefore, employees on the back up list, in seniority order, will be offered the vacation time they applied for during the vacation application period, before this opening would be made available to other employees on a first come, first serve basis. Management will provide the Committee person a copy of the backup list on request.
7. Employees that report to work on scheduled vacation days will be sent home promptly by Management.



DIVISION I VACATION ALLOTMENT

During local contract negotiations, the parties discussed at length the complex situations, regarding employee's desire to have more opportunities for planned vacation time versus high levels of unexcused absences and sick leave. The parties are committed to addressing this issue through both increased vacation planning and reduction of unplanned absences. The parties are committed to work toward the plant goal of four percent (4%) controllable absences and significantly reducing the unexpected absenteeism.

Therefore, the issue is resolved on the basis that for the term of the Agreement, Management will designate seven percent (7%) of each department's current total population across Division I, off work for vacations pursuant to Paragraphs 202(h) and 194 of the National Agreement. It is recognized that the vacations will be distributed through the department so as not to hurt any one area. The absentee replacement pools will be maintained at the current levels and are believed to be sufficient to accommodate this approved time off.

Management will provide information on the unplanned absentees and approved time off weekly to the Shop Committee.



EXCUSED IN ADVANCE PROCEDURE DIVISION I & II

An employee may submit to their Group Leader their application for any days off from work (no longer than two (2) days in a row), as long as they are not more than thirty (30) days in advance. The same number day the preceding month will be used as the thirtieth (30) day, to avoid confusion due to some months having different amounts of days.

All applications turned in on the thirtieth (30) day in advance will be processed in seniority order. All applications turned in less than thirty (30) days in advance will be processed on a first come basis. The Group Leader of the area will give the employee a time, dated and signed copy of the employees request for time off immediately upon the employee turning in the application.

Management will return an answer to the employee's request for the time off in writing, by the end of the next workday.

Management recognizes its obligation to respond to employee's requests for vacation time off in a timely manner. In this regard, when an employee submits a written "Excused in Advance" form, and has not received a written response to that request within forty-eight (48) hours, from the time it was presented, Management agrees that the employee will be excused for the requested time off. However, in order to maintain continuity of manpower coverage, the respective employee will be required to inform their Supervisor that they are evoking their privileges under the provisions of this settled demand.

The Department Manpower Committee will handle any deviations from this agreement due to an unforeseen situation that severely disrupts a certain group or team.

Whether or not the employee has remaining contractual time will not be the basis for approval of time off under this policy.



EMPLOYEES RETURNING FROM LEAVE OF ABSENCE

The parties have held lengthy discussions regarding the process of employees who are returning from a leave of absence. Management feels it is their obligation to employees to make sure that they have received proper medical attention when they have been absent from work for more than five (5) consecutive days. In this regard, Management's policy will be that when an employee has been absent for greater than five (5) days due to illness or injury, they will be seen at the Plant Medical Department prior to being sent to work to ensure their personal safety. In this regard, the parties have agreed that it is an employee's responsibility to complete the required process to return to work at the start of their regular shift. In addition, Management assured the Union that appropriate personnel would be available to process employees who are returning to work. Employees are encouraged to complete the rehire process on the day prior to their scheduled return to work.



SUPPLIER QUALITY

The parties recognize the importance of having vendors responsible for the quality of the parts used in our assembly process. World class quality parts are necessary to build world class vehicles. In this regard, the quality of components used by GM-UAW employees in the assembly process of our vehicles is solely the responsibility of the supplier. The sorting and repair of defective parts will be handled by the supplier as directed by the Quality Department. The sorting and repair process will be done on-site at an isolated area, off the assembly line. The Quality Operations Manager will notify the Shop Chairperson and District Committeeperson when a supplier will have representatives in the plant sorting or repairing parts.



MOBILE EQUIPMENT

The leadership of the General Motors Arlington Assembly Plant, Union, and Management, are committed to operating the facility at world class levels of cost and productivity to improve the overall competitiveness and job security of our employees. Mobile Equipment repair and Preventative Maintenance of Mobile Equipment has been performed offsite, by a contractor for many years. The parties recognize that transportation costs to ship mobile equipment to the contractor is very costly. In this regard, the parties have agreed to bring a contractor on site, at a mutually agreed upon location, to continue to perform all Preventative Maintenance and Repairs of Mobile Equipment. It will be the responsibility of GMVM Arlington employees to deliver and pick up Mobile Equipment from the designated repair area.



MAXIMO

The parties have held lengthy discussions relative to the use of MAXIMO at the GMVM Arlington facility. In this regard, the parties have agreed that the MAXIMO system can be used by all employees, hourly and salary, in the performance of their job assignment.



SKILLED TRADES POSTING PROCEDURE

Our skilled trades' workforce is recognized as being one of the best trained in the corporation. We recognize that the auto industry is developing new technologies daily and we intend to continue to educate and train our skilled trades so that our plant can compete in this new technological environment.

The parties have discussed the Skilled Trades Posting Procedure. In that regard, it is understood between the parties at the Arlington Assembly Plant and under the procedure will be as follows:

POSTING PROCEDURE

1. With the increase in technology and automatic equipment used in vehicle assembly, it is imperative that the skilled trades workforce be trained on the new technology. When journeymen/women transfer to another area of the facility, they must be capable, with proper training, of performing the work.
2. The following are considered primary opening which shall be filled by Journeymen/women by seniority through the job bid procedure:
 - a. Leave of absence longer than 30 days.
 - b. Retirement.
 - c. Quit.
 - d. Death.
 - e. New job (and temporary job of greater than thirty days).
 - f. Shift preference.
3. When a primary opening occurs as defined above, two (2) openings will be allowed to be filled through the posting process. All openings beyond the first two (2) openings created will be considered secondary openings.

4. Secondary openings will be filled by the Manpower Committee. In the case where an opening is filled from the Facilities pool, the job will be offered by seniority. If no one elects to fill the opening, the low seniority employee in Facilities Pool will be placed on the open job.
5. Job bids will be by respective trade, plant wide. Employees not on the shift will be required to submit a shift preference to the shift of posting and be bound to the preference upon being awarded the posted job.
6. Eligibility for openings will be from employees in that classification.
7. Job bid posting will be for a seven (7) calendar day period and encompass a portion of 2 separate calendar weeks (Example: Thursday through Wednesday). Available jobs will be posted no later than first break of the first designated posting day. An eligible employee may make application for the posted opening in writing to their supervisor and receive a signed copy in return. The highest seniority applicant shall be placed as soon as possible but no later than the Monday following the tenth (10th) working day. Training will begin upon placement of the job. Any deviation shall be handled by the Manpower Committee. Employee must submit in writing to have his/her name removed from bid application list prior to posting deadline.
8. Job posting sheets will be posted each week and will reflect the following information:
 1. Period of time each job was posted.
 2. Day job was filled.
 3. Who filled the job (and denoted whether it was filled by Manpower Committee).
 4. A job description will be posted for all open jobs.
 5. Posting sheet will reflect a history of no less than 6 months.
9. Employees assigned to their requested job cannot submit another job bid request for six (6) months from the date of transfer.

REDUCTION IN FORCE

- a. During a reduction in force (RIF), an employee will be reduced to an opening in his/her team. If no opening exists in the team, the employee will reduce the low seniority employee in the area unless a higher seniority employee elects to leave. The reduced employee will be placed in Facilities pool.
- b. If an employee is reduced from the job he/she held, any portion remaining of the six (6) month obligation will be cancelled.
- c. When a job is eliminated and is later re-created, the employee reduced will retain thirty (30) day rights back to the job.
- d. In the event of a layoff or reduction in force within the Skilled Trades, the provisions of the National Agreement and Local Agreement will be applied.

LEAVE OF ABSENCE

1. A job shall be declared open when an employee' leave of absence reaches its thirty-first (31st) day.
2. An employee will return to his/her job, seniority permitting, within a six (6) month period from the commencement of his/her leave of absence. Employee must perform the job three (3) consecutive days to establish seniority on his/her job.
3. If an employee is on leave of absence longer than six (6) months, upon return the employee will be unassigned and placed in the facilities pool or open job determined by the Manpower Committee.
4. If a job is vacated by a leave of absence, posted, and not filled by application, the employee upon return from his/her leave of absence will be placed on said job.

SHIFT PREFERENCE

1. An employee, who is transferred via shift preference under this memorandum, establishes a fixed six (6) month period of obligation to that shift, effective with the date of transfer. Shift preferences will be handled by trade and seniority within their respective trade.
2. In mass reduction or increase in Skilled Trades, such as a loss of a shift or addition of a shift, the jobs vacated due to the reduction or increase will be declared primary opening. This agreement nullifies past Skilled Trades Posting Procedure agreements.
3. The person(s) exercising their right to shift preference will go to the opening on that shift. If more than one opening persist, they will choose in seniority order. If no opening exists, they will bump the lowest seniority person(s) on that shift. The lowest seniority person(s) being bumped on that shift can exercise their shift preference rights, seniority permitting or go to the shift where the opening exists. If more than one opening exists, they can choose in seniority order. If no opening exist, then they will be placed by the Skilled Trades Manpower Committee.

MISCELLANEOUS

1. All CAC (Capacity Assurance Coordinator), and predictive maintenance jobs will be jointly assessed jobs.
2. All CAC and predictive maintenance job openings will be made available to employees working in the following trades:
 - a. Electrician
 - b. Pipefitter
 - c. Millwright
 - d. Toolmaker
 - e. Stationary Engineer
 - f. Diemaker
 - g. Machine Repair

3. Management will permit Skilled Trades employees to align their schedules with the production schedule. However, Management retains the right to modify employees schedules as necessary.
4. The parties discussed at length the commitment and intent of the Stamping MOU dated January 23,2012 (Attachment B) to sustain the competitiveness at GM Arlington Assembly. Specifically, the parties reaffirm the separation of Stamping from the rest of the facility regarding full Utilization, Overtime, etc. Notwithstanding this agreement, management agrees to include Stamping Division II Skilled Trades employees in the Paragraph 71 Overtime agreement as follows:
 - a. Only applies to Stamping Electricians
 - b. Supplementation from stamping will occur prior to forcing employees to work overtime, provided it can be done effectively and without impacting the Stamping overtime work schedule.
 - c. Supplementation from stamping via b-chart will be based on staffing needs and will occur only during non-production/weekend/shutdown periods.
5. Management will provide a \$120 voucher for skilled Trades employees twice during the life of the agreement. Eligibility for the shoe voucher excludes Skilled Trades employees who are approved for the SAP Benefit. Once a tentative agreement is reached, employees at the time will receive a shoe voucher in 2025 and 2026.
6. The company acknowledge and agrees that bargaining unit work will continue to be performed by members of the bargaining unit.
7. The company agrees to develop a defined escalation process for skilled trades site-wide which will be reviewed jointly.



**GENERAL MOTORS VEHICLE MANUFACTURING
ARLINGTON ASSEMBLY PLANT
GENERAL MOTORS COMPANY
ARLINGTON, TEXAS**

WARRANTY WORK

The parties reviewed the Subcontracting Procedures, the Statement on Technological Progress and Warranty Language of the National Agreement. Regarding warranty work, the Union recognizes the Company's right to acquire warranties. However, the Union was extremely stern in that Management must identify to the Union at the onset of a warranty, full disclosure as to the time frame of the warranty and exactly what the warranty covered as to its length and the nature of the coverage related to parts and labor. The Union also was extremely clear in their expectation that Management commit to training the Arlington Skilled Trades workforce to be able to service the respective equipment upon the expiration of the warranty. The Union also advised Management to make sure that the provisions of purchase of said equipment also includes a training package. Management informed the Union that they agree, and also committed to the Union that if the purchase agreement does not contain a training package, Management understands that does not relieve Management of its obligation to provide our employees proper training to maintain and operate the respective equipment.



SKILLED TRADES ADVANCED PLANNING PROCEDURE

The parties have agreed that it is in the best interest of the Corporation and the Union to fully engage Bargaining Unit Employees in the performance of Skilled Trades work at the Arlington facility. To this end, Management has assured the Union that every attempt will be made to accomplish skilled trades work with Bargaining Unit personnel prior to subcontracting work. The parties have jointly established the following procedure in an attempt to fulfill all contractual obligations prior to having work performed by an outside contractor. It is essential that the Plant Engineering and Labor Relations Department work closely with the Union to ensure the proper administration of this procedure.

1. When Management of Maintenance, Engineering, Area Managers, or Technical Superintendents are reviewing work assignments that include work that has historically been performed by the Arlington Skilled Trades workforce, they must be cognizant that no work can be contracted out prior to this procedure being used to complete their plans. It is imperative that all work of this nature must be discussed with the Union well in advance of any subcontracting work being performed. Obviously, there will be instances of an emergency nature where this procedure cannot be adhered to, in these instances when the Union Representatives are in the plant they will be advised of the emergency by a member of Engineering or Labor Relations prior to the contractor performing any work on company property. In the event there are no Union Representatives in the plant when the emergency arises, the Union will be informed of the condition as soon as possible. Thereafter, the Advanced Discussion should still be completed, and signatures obtained as outlined below.

2. During the discussions between the parties to create the Advanced Discussion Procedure, the parties reviewed instances in the past where expertise of Journeypersons from each trade could have been a valuable asset to the set-up of projects or construction work. In this regard, the parties have agreed to form an Advanced Planning Team of Skilled Journeypersons that will be scheduled to attend meetings with the Engineering Department, to evaluate plans for extensive projects and construction work, as discussed by the parties, that has historically been performed by bargaining unit Skilled Trades Journeypersons. It was agreed that these Journeypersons would assist in determining the schedule of work and the capabilities of the respective trades to timely complete extensive tasks in a competitive manner; while also being thoroughly involved in understanding the scope and nature of work, they would be able to help determine the work that could be accomplished by the Arlington Trades in house, and that which cannot be done in the timeframe of the project. In this regard, the Advanced Planning Team minutes will be attached to the Advanced Discussion Form, that will be filled out and reviewed with the “Advanced Discussion Subcommittee” as noted below. Lastly, it was agreed between the parties that the members of the Advanced Planning Team would be jointly selected. Additionally, resources will be provided to the Advance Planning Team, if requested, in order to make an informed evaluation of the planned work. The Committeepersons who represent skilled trades may attend the meetings.
3. In the event, Management contemplates a need to contract skilled trades work to an outside contractor that has historically been performed by the Arlington Skilled Trades workforce, the “Advanced Discussion Subcommittee” must review the work at issue in accordance with the provisions of Paragraph 183(d) of the National Agreement. The Advanced Discussion Subcommittee will be comprised of an employee from Engineering, and Labor Relations Departments, the Chairman of the Shop Committee or his designee, the Committeepersons who represent Skilled Trades employees, Special Skilled Trades Representative as provided for in Appendix I of the National Agreement and a knowledgeable representative from the Department, which is contemplating contracting out the work at issue.

4. The Department Representative who will present the information of the work at issue must fill out the Advance Discussion form prior to the scheduled meeting with the Advance Discussion Subcommittee. An appropriate representative from Labor Relations Department will ensure that all pertinent information is provided by the departmental representative and all procedures have been followed. The information on the Advanced Discussion form must include the scope and nature of work, when the work is scheduled to be performed, the approximate amount of manpower that is required to complete the work, the reason for the contemplated subcontracting, and a detailed explanation why the Arlington Skilled Trades workforce cannot perform the work at issue. The presenter of this information must be knowledgeable on all aspects of the information provided on the Advanced Discussion form and be able to discuss the issues in detail.
5. It is clearly understood that this procedure is designed to share information and allow for weighted input by the Union. After a review of all pertinent information, if Management still deems it necessary to let the work out to a contractor, and the Union has raised objections which have not been satisfied during the meeting, a meeting will be scheduled for the Advanced Discussion form to be reviewed by the Chairman of the Shop Committee and the Personnel Director or their replacement in times of absence, who will make a final determination if modifications are justified, prior to the contract being let out. If the Union has not raised any objections during the Advanced Discussions Procedure, at the conclusion of the meeting, the parties will sign the Advanced Discussion form and it will be processed accordingly. Any unresolved dispute may be taken up as a matter for resolution under the terms of the National Agreement.
6. The Labor Relations Department will maintain a file of the original "Advanced Discussion for Subcontractors Form," as well as notes of the Union's comments or objections raised during the Advanced Discussions Meeting.

7. All work schedule changes which occur subsequent to the Advanced Discussions Procedure and any changes to the contract must be considered to assure that the circumstances still necessitate that the work be subcontracted. Any changes in scope of the work to be performed must be discussed with Labor Relations and the Union.
8. The Labor Relations Department must be informed whenever any outside contractor is to perform work on Company property, regardless of whether the work to be performed is covered under Paragraph 183 of the National Agreement. Following notification to Labor Relations, appropriate Union representatives will be notified. Such advisement could typically occur at the weekly scheduled Advanced Discussion Meeting, or sooner if it occurs between meetings.
9. The Union will be allowed to make competitive bids on any work that has not normally and historically been performed by bargaining unit employees at the Arlington Plant. In this regard, work which is not of the “normal and historical” nature, covered by the provisions of Paragraph 183, National Agreement, the Union may choose to raise such work as a separate agenda item through the Advanced Planning Team. This is consistent with the spirit and intent of Document #98 attached to the 2003 GM-UAW National Agreement, and related discussions between the National Parties. Having raised this work, the local Advanced Planning Team will develop a competitive bid, after receiving the same information provided to the third-party resource, to perform such work with bargaining unit skilled trades employees, if possible.

It is understood that failure to develop an acceptable competitive bid versus a third-party performance of the work, will result in assignment outside the bargaining unit, and not subject to grievances under the subcontracting provisions. The same is true, if awarding of the work to the bargaining unit results in failure to attain the competitive bid submitted, both in cost and timeliness of delivery. In the event unforeseen or mitigating circumstances arose that precluded the successful completion of the project, consideration will be given in the future for an additional opportunity to bid on such non-historical work.

The advanced planning team will continue to be encouraged to find opportunitites to identify work that is appropriate for the bargaining unit to complete where applicable and in line with the National Agreement Provisions.



EXITING NON-STRATEGIC SKILLED TRADES WORK

In conjunction with the letter in the 2007 GM-UAW National Agreement, regarding the exiting of non-strategic skilled trades work, the Local Parties at the GMVM – Arlington Assembly Plant have agreed to exit the major work tasks associated with the activities listed below. The exiting of this work will coincide with skilled trades employees leaving the organization through the 2008 Special Attrition Program. The work which is exited will no longer be considered as normal and historical work. As a result, this work will be contracted out and will not require full utilization for the affected trade in accordance with the provisions of Paragraph 183 of the National Agreement. The minor work tasks associated with the activities listed below will be retained and will continue to be performed by the respective trade.

1. Signage
2. Painting/Glazing
3. Carpentry
4. HVAC
5. Power Distribution
6. Relamping

In addition, the employees in the Carpenter/Painter classification will be retrained in the Millwright trade, subject to the approval of a retraining plan, by the National Skilled Trades & Apprentice Committee. The minor Carpenter/Painter work which is retained will be assigned to the Millwright trade.

PAINTER/ CARPENTER/ SIGNAGE

Major

1. Any concrete work involving saw cutting of forms
2. Striping Parking lots
3. Striping Plant floors
4. Painting Building
5. Major office Rearrangement > 40 hrs.
 - a. Cubicles
 - b. Team rooms
 - c. Partitions
6. Erecting walls; tape, mud & finish < than 40 hours
7. Furniture/Assembly
8. Carpeting/flooring
9. False Ceilings
10. Scaffolding
11. Large building signs

13.2KV

Major

1. All work at or > than 13,200 Volts

HVAC

Major

1. All work associated with stand alone
A/C units & ice machines
(Freon & compressors)

RELAMPING

Major

1. Hi-Bay Lighting
2. Exterior Lighting
3. Relamping/Replacement of multiple fixtures > than 20 fixtures

Minor

1. Touch-up Painting
2. Platform – Load limit signage
3. Wall repairs with spackle
4. Interior Banner Hanging
5. Epoxy patch repair
6. Minor office rearrangement
7. Pedestrian door component replacement
8. Locker Buildup
9. Glasswork

Minor

1. Switching/Resetting
2. Anything < than 13,200 Volts

Minor

1. Repair cleanout condensate lines in air supply houses
2. Chilled water coil cleaning in air supply houses
3. Chilled water valve repair/ replacement in air supply houses
4. Winterization in air supply houses
5. Gas regulator repair/ replacement in air supply houses
6. Burner plate drill out/repair in air supply houses
7. Door heaters

Minor

1. Light Bulb Replacement
2. Relamping/Replacement of fixtures < than 20



STAMPING DEPARTMENT 10

ENTRY LEVEL

1. Division I employees that enter the Stamping Department under the provisions of Paragraph 63 of the National Agreement will be placed by the Manpower Committee.

JOB POST

1. Openings that are posted in Stamping are to a Press Line/Team and not a specific job.

TEAMS IN ROTATIONAL MODE

1. In the event an opening occurs within a team that is in a rotational mode, the team shall declare a specific operation as the first job that a new Team Member will be assigned to, in order to proceed with rotational training and proficiency within the team.

FLOOR MATS

1. Any problems that arise with floor mats will be resolved between the joint parties.

OVERTIME EQUALIZATION

1. Management will be responsible for the equalization of overtime.

2. Management will ask employees who are of low hours on the overtime chart to keep the spread of hours between the highest and lowest hours equalized as far as practicable.
3. Employees that decline offered overtime will be charged as hours worked.
4. Employees bypassed in the process of offering overtime to employees, due to vacation will be charged as hours worked.
5. In instances where overtime hours are equal, seniority will be the determining factor.

REDUCTION IN FORCE

Team Leader –

1. In the event a reduction in force occurs in the Team Leader classification in the Stamping Department, the Team Leader would test his/her seniority in the Stamping Team Member classification prior to being reduced out of the Stamping Department.

Team –

1. If a job is eliminated in Stamping, the lowest seniority employee Team Member on said press line will be reduced, seniority permitting, unless a higher seniority Team Member elects to leave said press line. The Team Member leaving the Press Line will displace the lowest seniority Team Member in the Department provided there are no other primary or secondary openings in the Department.

Department –

1. An employee that is forced to report to the opposite shift, will only be sent on Monday or the first day of the week, and will be notified by management no later than the Wednesday prior.

2. Employees reduced may be allowed to report to the opposite shift earlier, with the approval of the Manpower Committee and/or their representatives.

REDUCTION IN FORCE FLOW CHART



Stamping MOU On Team Assignment/Rules

Front of the line team will bid by seniority and will be required to run all jobs in the team which will include press operator, Die Flier, Steel Receiving and Press Rover. An additional six (6) backfill pool for next in line process will be bid for augmentation of this team when needed. It is understood that the Press Rover will not be in this Teams rotation.

The End of line Teams will be existing jobs of Loaders, Quality, CMA Drivers, Scuffers/Check and Mark and any other job assignments that could be added to this Team and employees will be required to run all jobs in their Team.

For the purpose of overtime equalization all employees in stamping will remain on one 71 chart as the current practice is and be assigned overtime by their standing on the 71 chart. Overtime employees will backfill End of Line team jobs.

If augmentation is needed to fill open spots in the front of the line team it will be done by the employees who bid the backfill pool spots. This will be a rotation thru the six (6) person back fill pool team members from the End of the line Teams and will be tracked and rotated thru this group of six (6) employees. Furthermore, employees will continue to be trained on front of the line team jobs to enable for future job openings. Training of any new higher seniority employees who come to the dept./shift will be included in this process.

Team members are expected to fill their spot in their team's daily rotation plan at the start of their shifts (no exceptions and no swapping at the beginning of the shifts). If training is needed for team members to be proficient on all jobs it will be provided. It is clearly understood that CMA and Quality jobs are no Swapping jobs and must be done for the entire shift.

Each team will have Team rules and reduce out to Metal Finish according to their Teams rules.

MISCELLANEOUS

1. Exhaust fans in Stamping will be operational when the plant is running production.
2. Management remains committed to providing proper PPE to our employees in our Stamping and Body Shop Operations, as such, the company is committed to purchasing three (3) additional pairs of Coveralls for employees in that area.
3. Business conditions and capabilities permitting, the following will be the preferred order as applicable of supplementing jobs inside of stamping:
 - a. Temporary Employees
 - b. All Metal Finish
 - c. Extra die fly team
 - d. Team Leader of that team
 - e. Quality Liaison
 - f. Press Rover
 - g. Team Leader from other teams.



BODY SHOP DEPARTMENT 11

ENTRY LEVEL

1. Employees entering this department through transfer, reductions, shift changes, etc.; will be assigned to open operations.
2. In the event there are not any open operations, they will be assigned to the A/R Pool.
3. The term “Open Operation” for this situation – an operation that has been posted and no employees signed up for the operation by the end of the posting deadline and secondary operation left open after the fulfillment of the Transfer Agreement provisions.

A/R Pool

1. In the event the A/R Pool has too many A/Rs, the low seniority A/R will be assigned to an open operation. Term “open operations” (posted operations that nobody signed up for at the end of the posting deadline).
2. In the event more than one (1) A/R wants a secondary opening, the seniority A/R will receive the job.
3. Primary openings in the A/R Pool will be posted. An A/R will be assigned to a group. In the event the group has too many A/Rs, the low seniority A/R will be assigned to another group, unless a higher seniority employee wants to leave.

SCOPE PROCEDURE

1. This procedure will be administered by classification by seniority on that shift.
2. The Committee persons and/or their representatives will start at the top of the seniority list by classification, descending in seniority order, asking each employee for the open position available.
3. Only employees on “active roll” will be considered in this procedure.

RELIEF OPERATIONS

1. Relief operations will be considered preferred operations.
2. Relief operations will be filled by scoping by seniority, on the shift.
3. Relief operator that have been out for over 30 days will be placed back on their operation, seniority permitting.
4. The reduced employee will have the option of reducing the lowest functioning relief operator department wide, seniority permitting.
5. Relief operators returning after 6 months or greater will be placed by the Manpower Committee.

RELIEF

1. For the purpose of overtime on the second shift in the Body Shop:
 - a. Group line times of 9.5 hours or less, will receive their overtime relief at the end of the shift.
 - b. Line times of 9.6 or more will receive their overtime relief at the 9.0-hour mark.
 - c. Any deviation will be handled jointly by the Manpower Committee.

METAL FINISH OPERATIONS

1. Metal Finish Operations will be considered preferred operations.
2. Metal Finish sub pool openings will be posted.
3. The next employee going into Metal Finish will be identified early so a training program can be initiated. This employee will be considered in the Metal Finish sub pool. This employee will stay on his/her regular operation until a permanent opening arises in the Metal Finish preferred pool. If an opening does not arise within 90 days, this employee may elect out of the Metal Finish sub pool, and post for another operation.
4. In a Reduction in Force – the employee being reduced off a permanent opening in Metal Finish will flow to the sub pool, seniority permitting. The employee in the Metal Finish sub pool must have thirty (30) days in this Metal Finish sub pool to be considered as having gained seniority in the pool.
5. Metal Finish employees may not realign to non-Metal Finish operations.
6. Out of Department
 - a. Metal Finish Operations out of department may re-align to open job.
 - b. Open job will be scoped from Metal Finish Operations in Main Body Shop.
 - c. Metal Finish Operations will be identified on Department Manpower sheets.
7. Reduction in Force Metal Finish – Reduction in force will be handled as follows:
 - a. The low seniority Metal Finish employee out of department will have the option of bumping the lowest seniority Metal Finish employee in the department, seniority permitting.
 - b. Flow Chart:

Metal Finish out of department



Metal Finish



Lowest seniority Metal Finish out of department



Lowest seniority Metal Finish in department



Metal Finish sub pool

OUT OF DEPARTMENT DOOR FITTERS

1. All Out of Department Door Fitters will be scoped by seniority to fill openings in the Out of Department Fitter Teams. In the event no Fitters accept the opening, the Body Shop Door Fitter and Hanger Team will be scoped by seniority to fill the opening (excluding Metal Finish and Spot Welders). In the event no one from the Body Shop Team accepts, the opening will be posted Department wide.

WORKSTATIONS AND LOCKERS

1. Worktables with compartment lockers will be provided for all permanent operations in the Body Shop.
2. Team Leaders, Team Members A/Rs and Team Leader A/Rs will be provided with a locker within the area they were assigned.
3. Once an A/R is assigned a permanent operation, they must vacate their A/R locker and move their belongings to the worktable lockers.
4. Body Shop employees will also be offered a locker in the renovated restrooms.

OVERTIME AGREEMENT

For the purpose of overtime, the following will be applicable for employees assigned to the Body Shop.

1. Overtime will be equalized by employees in the team.
2. The Team Leader will equalize with the team he/she services. The Team Leader will be charged on his/her team's overtime chart for the proper hours worked during periods when only the team leaders work.
3. The Team Leader/Team Member Absentee Replacement will be offered the overtime of the employee he/she is replacing for that shift. He/she and the employee which he/she replaces will be charged all hours worked or offered.
4. Overtime equalization charts will be maintained in the Team Room. The responsibility for maintenance of the charts will be shared jointly by the Group Leader and Team Leader with ultimate responsibility resting with the Group Leader.
5. The Equalization charts for all Absentee Replacements (Team Leader/Team Member) will be maintained in a satisfactorily agreed upon location by a Group Leader in these Departments.

REDUCTION IN A TEAM

1. Operators will be able to flow with their jobs (50% or more of their operations moved to another area). If a dispute arises about the 50% work content, then the department will go by the elemental breakdowns and time studies.
2. In the event an operator's job is eliminated in a team, he/she will flow to the low operator on the team unless a higher seniority elects to leave the team.

3. When returning from a leave of absence of over 30 days and less than 6 months, the Team Leader will have a right back to their team (seniority permitting). If they do not have seniority over their replacement, they will have the option of bumping the low functioning team leader in the department on the shift, or go to the Team Leader AR pool. The functioning Team Leader that is displaced by the Team Leader returning from leave will also have the option of bumping the low seniority Functioning Team Leader, seniority permitting, on that shift, or go to the Team Leader AR pool. The low Team Leader will be placed in the A/R pool.
4. When a team member is reduced from his team, he/she will be placed by the Manpower Committee on an open operation or in the A/R Pool.

REDUCTION IN FORCE

TEAM LEADER



TEAM MEMBER



PREVIOUS DEPARTMENT

PAINT SHOP

DEPARTMENT 15

ENTRY LEVEL

1. Employees entering this department through transfer, reductions, shift changes, etc.; will be assigned to open operations.
2. In the event there are not any open operations, they will be assigned to the A/R Pool.
3. The term “Open Operation” for this situation – an operation that has been posted and no employees signed up for the operation by the end of the posting deadline and secondary operation left open after the fulfillment of the Transfer Agreement provisions.

A/R POOL

1. In the event the A/R Pool has too many A/Rs, the low seniority A/R will be assigned to an open operation. Term open operation (posted operations that nobody signed up for at the end of the posting deadline).
2. Secondary opening will be open to the A/R Pool and unplaced employees.
3. In the event more than one (1) A/R wants a secondary opening, the seniority A/R will receive the job.
4. Primary openings in the A/R Pool will be posted. An A/R will be assigned to a group. In the event the group has too many A/Rs, the low seniority A/R will be assigned to another group.

SCOPE PROCEDURE

1. This procedure will be administered by classification by seniority on that shift.

2. The Committee persons and/or their representatives will start at the top of the seniority list by classification, descending in seniority order, asking each employee for the open position available.
3. Only employees on “active roll” will be considered in this procedure.

GUN TECHNICIAN

1. Openings for gun technicians will be considered primary openings.
2. Openings will be scoped by shift.
3. Augmentations to Gun Technician will be done from the Clean Room Group, by shift.
4. Department 15 (Paint) employees must have been in Paint the preceding six (6) months from the date of the posting.
5. Openings in this area will be scoped Department wide.

RELIEF OPERATORS

1. Relief operators will be designated as preferred jobs. They must be able to perform all operations in the Paint Department.
2. Relief operators will report to the business manager.
3. Relief operators are not absentee replacements and will not be used to cover absentees, unless in case of emergency.
4. The relief operator's primary function is for tag relief when necessary. When not performing tag relief, these operators may be assigned to do tasks as directed by management.

5. When it is determined that tag relief is not necessary, these operators may be used to free up team leaders that are covering absentees. However, in case tag relief becomes necessary, these relief operators will be replaced by the team leader they are freeing up so that they are available for performing their primary function.

ELPO-PHOSPHATE ATTENDANT

1. The openings for these operations will be scoped department wide (All shifts combined).
2. These operations will be on a separate overtime chart. Elpo Attendants may help cover the opposite shift Elpo Attendant in periods of manpower shortages.
3. Augmentation will be done by shift, from the available Gun Repairman (First covers first) (Second covers Second and Third).
4. In a reduction in force – the Elpo Attendant will be placed by the Manpower Committee.
5. The Elpo/Phosphate Attendant position will be considered a separate group for the purpose of shift preference.
6. Department 15 (Paint) employees must have been in Paint the preceding six (6) months from the date of the scoping.

BODY PULL OFF AND NOT OK BANK AND PARTS CHASER

1. Body Pull Off and Not OK Bank and Parts Chaser will be considered preferred operations.
2. Body Pull Off and Not OK Bank and Parts Chaser will be scoped department wide, by shift.

FINAL PAINT

1. Employees must have been in Paint the preceding six (6) months from the date of the posting.
2. Employees may shift preference to the opposite shift (seniority permitting). If the employee does not have sufficient seniority to shift preference in Final Paint, they may shift preference to Department 15 (giving up their seniority in Final Paint).
3. Employees in Final Paint being reduced off of their shift, may elect to go to Department 15 instead of going to the opposite shift in Final Paint.
4. Employees being reduced in a reduction in force (out of Final Paint) will have a right back to Final Paint for a period of 30 days.
5. Employees reduced out of Final Paint will be placed by the Manpower Committee in Department 15.

FIRST RESPONDERS

1. 15-01 Team C (Frist Responders, Elpo Attendant, Sealer Dock Operator) will be Preferred Jobs and scoped by the Union when a job opening occurs.
2. When an absence occurs in this Team, the operator will be covered by a trained AR, on that shift, when possible. If a trained AR is not available, then the job will be covered by over/under from this Team.
3. This Team will not have to rotate.
4. For the Team Members, shift preferences will be done within the Group between the three (3) shifts.
5. Elpo/Phosphate Attendant will be moved to his or her [blank] on equalization per the Local Agreement.

OVERTIME AGREEMENT

For the purpose of overtime, the following will be applicable for employees assigned to the Paint Department:

1. Overtime will be equalized by employees in the team.
2. The Team Leader will equalize with the team he/she services. The Team Leader will be charged on his/her team's overtime chart for the proper hours worked during periods when only the team leaders work.
3. The Team Leader/Team Member Absentee Replacement will be offered the overtime of the employee he/she is replacing for that shift. He/she and the employee which he/she replaces will be charged all hours worked and offered.
4. Overtime Equalization Charts will be maintained in the Team Room. The responsibility for maintenance of the charts will be shared jointly by the Group Leader and Team Leader with ultimate responsibility resting with the Group Leader.
5. The Equalization charts for all Absentee Replacements (Team Leader/Team Member) will be maintained in a satisfactorily agreed upon location by a Group Leader in these Departments.

REDUCTION IN A TEAM

1. Operators will be able to flow with their job (50% or more of their operations moved to another area.). If a dispute arises about the 50% work content, then the department will go by the elemental breakdowns and time studies.
2. In the event an operator's job is eliminated in a team, he/she will flow to the low operator on the team unless a higher seniority elects to leave the team.

3. When a functioning Team Leader's team is eliminated, they will flow to the low functioning Team Leader in the Department.
4. When returning from a leave of absence of over 30 days or less than 6 months, the Team Leader will have a right back to their team (seniority permitting). If they do not have seniority over their replacement, they will have the option of bumping the low functioning team leader in the department, on the shift, seniority permitting. The functioning Team Leader that is displaced by the Team Leader returning from Sick Leave will also have the option of bumping the low seniority Functioning Team Leader, in that department, seniority permitting, on that shift, or go to the Team Leader AR pool.
5. When a team member is reduced from his team, he/she will be placed by the Manpower Committee on an open operation or in the A/R Pool.

MISCELLANEOUS

1. All female employees in the Paint Department will have a choice between two-piece or one piece "blues" to wear.

REDUCTION IN FORCE FLOW CHART



TRIM

DEPARTMENT 17

ENTRY LEVEL

1. Employees entering this department through transfer, reductions, shift changes, etc.; will be assigned to open operations.
2. In the event there are not any open operations, they will be assigned to the A/R Pool.
3. The term “Open Operation” for this situation – an operation that has been posted and no employees signed up for the operation by the end of the posting deadline and secondary operation left open after the fulfillment of the Transfer Agreement provisions.

JOB POST

1. Job postings are located at each Group Leader office in locked, glass cabinets for the entire Trim Department.
2. Jobs are posted on each Thursday, to the end of the shift the following Wednesday.
3. To apply for a posted job, you must fill out a job post application and drop it into one of the locked, wood, job post boxes located at columns J-13 Vending Area, Q-16, and R2S in the Trim Department.
4. In order to cancel an application, you must completely fill out another job post application exactly like the one submitted and write, “CANCEL” across the top and drop it into the job post box.
5. The job is given to the highest seniority applicant.
6. You may apply for all jobs posted in the Trim Department.
7. In instances where one (1) employee is the highest seniority applicant on two (2) or more jobs, the employee will have their choice and the next highest seniority applicant will obtain the job not chosen.

8. Employees who are the highest seniority applicant and move to the posted job will be locked from making another posted move for a period of six (6) months.
9. Restricted employees are allowed to post for a job. However, if the restricted employee is the highest seniority applicant, the plant medical director and/or ADAPT coordinators must approve the move. If disqualified, the next highest seniority applicant will obtain the job.

SCOPE PROCEDURE

1. This procedure will be administered by classification by seniority on that shift.
2. The Committee persons and/or their representatives will start at the top of the seniority list by classification, descending in seniority order, asking each employee for the open position available.
3. Only employees on “active roll” will be considered in this procedure.

PREFERRED POOL

1. The following operations are considered “preferred” and in the “preferred pool”. These positions are subject to the scope procedure in the Trim Department:
 - a. Functional Team Leader
 - b. Team Leader A/R's
 - c. Functional Check
 - d. Electrical Check
 - e. Containment Station Repair
 - f. Repair Operation
 - g. Electrical Coordinator / 8001 Classification
 - h. Any function developed after this contract in the 8001 & 8003 Classifications.

2. There will be no realignment activity relative to jobs in the preferred pool, nor be any job rotation requirement onto jobs in the preferred pool.

TEAMS IN ROTATIONAL MODE

1. In the event an opening occurs within a team that is in a rotational mode, the team shall declare a specific operation as the first job that a new Team Member will be assigned to, in order to proceed with rotational training and proficiency within the team.

FLOOR MATS

1. Management has committed and will provide every operation with floor mats.
2. The parties have agreed the floor mats will be maintained in a clean, sanitary, and safe condition.
3. The Departmental Safety Action Team will be utilized to review the floor mats on a quarterly basis.
4. Any problems that arise with floor mats will be brought to the attention of the Departmental Manpower Committee for resolution.

TEAM / PERSONAL LOCKERS AND TOOLBOXES

1. Every employee in the Trim Department will be provided a personal locker, by management.
2. Every team will be provided a team (Knaack) locker, by management, for team equipment, gloves, tools, and other items.
3. Toolboxes will be provided to every Team Leader, Team Leader A/R, Repairperson and Containment Station Repairperson in the Trim Department along with tools necessary to do in station repairs and tasks that require the need for tools.

4. Each Team Leader in General Assembly will be offered a tool bag. If a Team Leader requires replacement tools, they will follow the current process of requesting said tools from their Group Leader or Business Manager.
5. The team lockers, personal lockers, tools and toolboxes are assigned to specific areas, not specific employees, these items will stay where assigned by the Manpower Committee and/or their representatives, not travel with employees when relocated to another Team/Group/ Department.

OVERTIME EQUALIZATION

1. Management will be responsible for the equalization of overtime.
2. Management will ask employees who are of low hours on the overtime chart to keep the spread of hours between the highest and lowest hours equalized as far as practicable.
3. Employees will average in on their respective team equalization of overtime chart in the Trim Department.
4. Employees that decline offered overtime will be charged as hours worked.
5. Employees bypassed in the process of offering overtime to employees, due to vacation will be charged as hours worked.
6. In instances where overtime hours are equal, seniority will be the determining factor.

OVERTIME EQUALIZATION & AUGMENTATION

1. Team Leaders will collaborate to equalize overtime repairs in Department 17/Trim that cannot be completed during regular hours by Department 27.

2. Trim A/R's will equalize within their assigned team for the day, excluding preferred jobs.
3. When there are online repairs such as shortages, damaged parts, etc., the respective Team Leader will be responsible for the initial installation of that part and will be utilized to complete the vehicle from the end of the 52 conveyor back through to the Trim Department on overtime with augmentation from other Department 17 Team Leaders.

REPAIRS

1. Department 27/Repair is the primary repair department for GA (I & II) during regular production hours.
2. Specific repair items belonging to Department 17/Trim on overtime are as follows:
 - a. Sunroofs – Repair & Replacement
 - b. Headliners – Replacement
 - c. Carpets – Replacement
 - d. Instrument Panels – Replacement
 - e. Glass – Repair & Replacement
 - f. Seats – Replacement
 - g. Doors – Repair
 - h. Doors – Replacement and Major Rebuild

Door replacement and major rebuilds will be rotated for the purposes of equalization among Team Leaders in Trim, Department 17.

RETURNING FROM LEAVE OF ABSENCE

A leave of absence as defined in paragraphs #103 - #114 of the National Agreement.

Team Leader –

1. Thirty (30) calendar days or less will return to previously assigned job.
2. Greater than thirty (30) calendar days, but less than six (6) months, will return to assigned job, provided he/she has seniority on the person that filled the position.
3. If not, the returning employee will be allowed to test their seniority by bumping the lowest functioning Team Leader in the Trim Department, on that shift, seniority permitting or go to the AR pool.
4. Six (6) months or greater, will inherit the group of the lowest seniority Team Leader AR.

Team Leader A/R –

1. Thirty (30) calendar days or less will return to previously assigned group.
2. Greater than thirty (30) calendar days, the returning employee will be assigned by the Manpower Committee and/or their representatives.

Team –

1. Thirty (30) calendar days or less will return to previously assigned job.
2. Greater than thirty (30) calendar days, but less than six (6) months, the returning employee will be allowed to test their seniority within the team and bump the lowest seniority employee in the team, seniority permitting.
3. Six (6) months or greater, will flow to the A/R pool.

Preferred Pool –

1. Thirty (30) calendar days or less will return to previously assigned job.

2. Greater than thirty (30) calendar days, but less than six (6) months, the returning employee will be allowed to test their seniority within the preferred pool and bump the lowest seniority employee in the preferred pool, seniority permitting, on the shift.
3. Six (6) months or greater, will flow to the A/R pool.

IRREGULAR / EARLY START TIMES

In operations that involve irregular/early start times, the employee(s)/ team(s) affected decide who will perform the required tasks, provided the employee(s) are capable. If a decision cannot be reached, the seniority employee, provided he/she is capable, will be offered the irregular/early start.

SEO / SUB-ASSEMBLY, AND RELIEF OPERATIONS

At the current time, there are no operations identified as SEO (Special Equipment Operations) Sub Assembly, and/or Relief operations within the Trim Department. In that regard the parties (Union & Management) have agreed, if any of the aforementioned operations are required or negotiated for future production needs within the Trim Department, for the life of this Local agreement, the parties will meet and come to a mutual agreement on matters relative to job openings, reduction in force and job performance requirements for such operations.

REDUCTION IN FORCE

Team Leader –

1. In instances when a reduction in force is necessary, the employee to be reduced will be allowed to test their seniority by bumping the lowest seniority functioning Team Leader.
2. Or inherit the group of the lowest seniority Team Leader A/R.

Team –

1. In instances when a reduction in force is necessary in the team, a higher seniority employee may elect to leave the team or the employee to be reduced will have the options below:
 - a. Testing their seniority within the team, by bumping the lowest seniority employee in the team, seniority permitting.
 - b. Elect to leave the team and become an A/R.
 - c. Be placed by the Manpower Committee on an existing secondary opening (after considering ADAPT employees to be placed).
 - d. Be placed on the operation held by the lowest seniority employee in the Department, seniority permitting on the respective shift.

Preferred Pool –

1. In instances when a reduction in force is necessary in the preferred pool, the employee to be reduced will have the options below and will not be bound to any (6) six-month obligation:
 - a. Testing their seniority within the preferred pool by bumping the lowest seniority person in the preferred pool, seniority permitting.
 - b. Elect to leave the preferred pool and become an A/R.
 - c. Be placed by the Manpower Committee on an existing secondary opening (after considering ADAPT employees to be placed).
 - d. Be placed on the operation held by the lowest seniority employee in the Department, seniority permitting on the respective shift.

Department –

1. An employee that is forced to report to the opposite shift, will only be sent on Monday or the first day of the week, and will be notified by management no later than the Wednesday prior.

2. Employees reduced may be allowed to report to the opposite shift earlier, with the approval of the Manpower Committee and/or their representatives.
3. It is possible for a seniority employee other than the lowest seniority employee to be reduced out of a Team/Preferred pool/Department. If a restricted employee is to be reduced and is unable to perform the lower/lowest seniority operation(s) in the Team/Preferred pool/Department due to restrictions, this employee will be forced out of the Team/Preferred pool/Department, due to his/her restrictions, not because of seniority.
4. Team Leaders will flow with the majority of their team, seniority permitting.
5. In instances where equal amounts of a team are distributed, the Team Leader will be allowed to choose which part of the team he/she will remain with, seniority permitting.
6. Team Members will be allowed to remain with the majority of the team, seniority permitting.
7. In instances where two operations are equally combined in a Team/Preferred pool, resulting in one operation being eliminated, the seniority employee will prevail.
8. In situations where an entire operation is being relocated/assigned to another department, the operator will have a choice of moving to the other department with the operation or stay and test their seniority within the team in their home department.

REDUCTION IN FORCE FLOW CHART





CHASSIS DEPARTMENT 25

ENTRY LEVEL

1. Employees entering this department through transfer, reductions, shift changes, etc.; will be assigned to open operations.
2. In the event there are not any open operations, they will be assigned to the A/R Pool.
3. The term “Open Operation” for this situation – an operation that has been posted and no employees signed up for the operation by the end of the posting deadline and secondary operation left open after the fulfillment of the Transfer Agreement provisions.

JOB POST

1. Job postings are located at each Group Leader office in locked, glass cabinets for the entire Chassis Department.
2. Jobs are posted on each Thursday, to the end of the shift the following Wednesday.
3. To apply for a posted job, you must fill out a job post application and drop it into one of the locked, wood, job post boxes located at column K-13 (Hallway of the Business Offices).
4. In order to cancel an application, you must completely fill out another job post application exactly like the one submitted and write, “CANCEL” across the top and drop it into the job post box.

5. The job is given to the highest seniority applicant.
6. You may apply for all jobs posted in the Chassis Department.
7. In instances where one (1) employee is the highest seniority applicant on two (2) or more jobs, the employee will have their choice and the next highest seniority applicant will obtain the job not chosen.
8. Employees who are the highest seniority applicant and move to the posted job will be locked from making another posted move for a period of six (6) months.
9. Restricted employees are allowed to post for a job. However, if the restricted employee is the highest seniority applicant, the plant medical director and/or ADAPT coordinators must approve the move. If disqualified, the next highest seniority applicant will obtain the job.

SCOPE PROCEDURE

1. This procedure will be administered by classification by seniority on that shift.
2. The Committee persons and/or their representatives will start at the top of the seniority list by classification, descending in seniority order, asking each employee for the open position available.
3. Only employees on “active roll” will be considered in this procedure.

PREFERRED POOL

1. The following operations are considered “preferred” and in the “preferred pool.” These positions are subject to the scope procedure in the Chassis Department:
 - a. Functional Team Leader
 - b. Team Leader A/R’s
 - c. Any function developed after this contract in the 8001 & 8003 Classifications.

2. There will be no realignment activity relative to jobs in the preferred pool, nor be any job rotation requirement onto jobs in the preferred pool.

TEAMS IN ROTATIONAL MODE

1. In the event an opening occurs within a team that is in a rotational mode, the team shall declare a specific operation as the first job that a new Team Member will be assigned to, in order to proceed with rotational training and proficiency within the team.

FLOOR MATS

1. Management has committed and will provide every operation with floor mats.
2. The parties have agreed the floor mats will be maintained in a clean, sanitary, and safe condition.
3. The Departmental Safety Action Team will be utilized to review the floor mats on a quarterly basis.
4. Any problems that arise with floor mats will be brought to the attention of the Departmental Manpower Committee for resolution.

TEAM / PERSONAL LOCKERS AND TOOLBOXES

1. Every employee in the Chassis Department will be provided a personal locker, by management.
2. Every team will be provided a team (Knaack) locker, by management, for team equipment, gloves, tools, and other items.
3. Toolboxes will be provided to every Team Leader, Team Leader A/R, Repairperson and Containment Station Repairperson in the Chassis Department along with tools necessary to do in station repairs and tasks that require the need for tools.

4. Each Team Leader in General Assembly will be offered a tool bag. If a Team Leader requires replacement tools, they will follow the current process of requesting said tools from their Group Leader or Business Manager.
5. The team lockers, personal lockers, tools and toolboxes are assigned to specific areas, not specific employees, these items will stay where assigned by the Manpower Committee and/or their representatives, not travel with employees when relocated to another Team/Group/ Department.

OVERTIME EQUALIZATION

1. Management will be responsible for the equalization of overtime.
2. Management will ask employees who are of low hours on the overtime chart to keep the spread of hours between the highest and lowest hours equalized as far as practicable.
3. Employees will average in on their respective team equalization of overtime chart in the Chassis Department.
4. Employees that decline offered overtime will be charged as hours worked.
5. Employees bypassed in the process of offering overtime to employees, due to vacation will be charged as hours worked.
6. In instances where overtime hours are equal, seniority will be the determining factor.

OVERTIME EQUALIZATION & AUGMENTATION

1. Team Leaders will collaborate to equalize overtime repairs in Department 25/Chassis that cannot be completed during regular hours by. They will also augment Department 27, New Car Conditioning and Repair.

2. Chassis A/R's will equalize within the team they are assigned to for the day, excluding preferred jobs.

REPAIRS

1. Department 27/Repair is the primary repair department for GA (I & II) during regular production hours.

RETURNING FROM LEAVE OF ABSENCE

A leave of absence as defined in paragraphs #103 - #114 of the National Agreement.

Team Leader –

1. Thirty (30) calendar days or less will return to previously assigned job.
2. Greater than thirty (30) calendar days, but less than six (6) months, will return to assigned job, provided he/she has seniority on the person that filled the position.
3. If not, the returning employee will be allowed to test their seniority by bumping the lowest functioning Team Leader in the Chassis Department, on that shift, seniority permitting or go to the AR pool.
4. Six (6) months or greater, will inherit the group of the lowest seniority Team Leader AR.

Team Leader A/R –

1. Thirty (30) calendar days or less will return to previously assigned group.
2. Greater than thirty (30) calendar days, the returning employee will be assigned by the Manpower Committee and/or their representatives.

Team –

1. Thirty (30) calendar days or less will return to previously assigned job.
2. Greater than thirty (30) calendar days, but less than six (6) months, the returning employee will be allowed to test their seniority within the team and bump the lowest seniority employee in the team, seniority permitting.
3. Six (6) months or greater, will flow to the A/R pool.

Preferred Pool –

1. Thirty (30) calendar days or less will return to previously assigned job.
2. Greater than thirty (30) calendar days, but less than six (6) months, the returning employee will be allowed to test their seniority within the preferred pool and bump the lowest seniority employee in the preferred pool, seniority permitting, on the shift.
3. Six (6) months or greater, will flow to the A/R pool.

IRREGULAR / EARLY START TIMES

In operations that involve irregular/early start times, the employee(s)/ team(s) affected decide who will perform the required tasks, provided the employee(s) are capable. If a decision cannot be reached, the seniority employee, provided he/she is capable, will be offered the irregular/early start.

SEO / SUB-ASSEMBLY, AND RELIEF OPERATIONS

At the current time, there are no operations identified as SEO (Special Equipment Operations) Sub Assembly, and/or Relief operations within the Chassis Department. In that regard the parties (Union & Management) have agreed if any of the aforementioned operations are required or negotiated for future production needs within the Chassis Department, for the life of

this Local agreement, the parties will meet and come to a mutual agreement on matters relative to job openings, reduction in force and job performance requirements for such operations.

REDUCTION IN FORCE

Team Leader –

1. In instances when a reduction in force is necessary, the employee to be reduced will be allowed to test their seniority by bumping the lowest seniority functioning Team Leader.
2. Or inherit the group of the lowest seniority Team Leader A/R.

Team –

1. In instances when a reduction in force is necessary in the team, a higher seniority employee may elect to leave the team or the employee to be reduced will have the options below:
 - a. Testing their seniority within the team, by bumping the lowest seniority employee in the team, seniority permitting.
 - b. Elect to leave the team and become an A/R.
 - c. Be placed by the Manpower Committee on an existing secondary opening (after considering ADAPT employees to be placed).
 - d. Be placed on the operation held by the lowest seniority employee in the Department, seniority permitting on the respective shift.

Preferred Pool –

1. In instances when a reduction in force is necessary in the preferred pool, the employee to be reduced will have the options below and will not be bound to any (6) six-month obligation:
 - a. Testing their seniority within the preferred pool by bumping the lowest seniority person in the preferred pool, seniority permitting.
 - b. Elect to leave the preferred pool and become an A/R.

- c. Be placed by the Manpower Committee on an existing secondary opening (after considering ADAPT employees to be placed).
- d. Be placed on the operation held by the lowest seniority employee in the Department, seniority permitting on the respective shift.

Department –

- 1. An employee that is forced to report to the opposite shift, will only be sent on Monday or the first day of the week, and will be notified by management no later than the Wednesday prior.
- 2. Employees reduced may be allowed to report to the opposite shift earlier, with the approval of the Manpower Committee and/or their representatives:
- 3. It is possible for a seniority employee other than the lowest seniority employee to be reduced out of a Team/Preferred pool/Department. If a restricted employee is to be reduced and is unable to perform the lower/lowest seniority operation(s) in the Team/Preferred pool/Department due to restrictions, this employee will be forced out of the Team/Preferred pool/Department, due to his/her restrictions, not because of seniority.
- 4. Team Leaders will flow with the majority of their team, seniority permitting.
- 5. In instances where equal amounts of a team are distributed, the Team Leader will be allowed to choose which part of the team he/she will remain with, seniority permitting.
- 6. Team Members will be allowed to remain with the majority of the team, seniority permitting.
- 7. In instances where two operations are equally combined in a Team/Preferred pool, resulting in one operation being eliminated, the seniority employee will prevail.

8. In situations where an entire operation is being relocated/assigned to another department, the operator will have a choice of moving to the other department with the operation or stay and test their seniority within the team in their home department.

REDUCTION IN FORCE FLOW CHART





DEPARTMENT 27

NEW CAR CONDITIONING & REPAIR

1. It is understood that all of Department 27 is a Preferred Area and the Primary Repair Department for General Assembly. However, it is understood that NCCR may be required to process vehicles from any production Department thru Final Process.
2. All teams in Department 27 will equalize by themselves with augmentation from other teams in Dept. 27. Secondly employees with III-C rights to Department 27 will augment after everyone in Department 27 has been offered. After the above has been applied, augmentation will come from the respective departments that the repair was generated from.
3. Department 27 A/Rs will equalize within the team they are assigned to for the day by assuming the absent employees hours. The A/R and the absent employee will be charged for all hours offered per the Rules for the Administration of Paragraph 71.
4. Every attempt will be made to equalize Department 27 by shift insofar as practical.
5. All openings Department 27 will be filled by 63a and 63b or III-C.
6. Employees with IIIc rights will be utilized in seniority order to replace absentees due to absences, vacations, etc.
7. Reduction from a team will be by seniority, unless a higher seniority elects to leave the team. Employee being reduced must clear thru the classification all shift, prior to "Bumping" into the next classification.

8. Employee on Leave of Absence of greater than 30 days but less than 6 months will return to their team seniority permitting. Employee on Leave of Absence 6 months or greater will be placed by the Departmental Manpower Committee.

REDUCTION IN FORCE FLOW CHART



ARLINGTON DEPARTMENT 27

REPAIR TECHNICIAN MOU

General Provision

- A. Interested employees will make application via paragraph 63 A/B of the National Agreement.
- B. A study guide will be developed by Joint parties. Furthermore, the Company commits to providing study sessions either at the Arlington Learning Center or through classes at a Local Community College.
- C. After the application, the process will include a test and an interview.
- D. The successful candidates will need a combined score of 80% or better.
- E. The test and interview will be developed and proctored by Joint parties.
- F. The Company will maintain an active list of 15 employees who have passed the interview and test portion. This list will be sorted high to low seniority.
- G. Employees may remove their name from consideration at any time via the 63A/B process.
- H. If an Applicant removes their name, they cannot reapply for Department 27 for a period of 90 days in the same classification.
- I. When it has been determined that an opening exists, the highest seniority candidate will be selected from the active list (or application list if higher seniority employees are waiting to be tested), on the date the request was made. Regardless all employees entering Department 27 will be required to pass this process.
- J. Employees who have applied via the 63A/B process who do not have sufficient seniority to continue to the next step in the process will be notified by Labor Relations.

- K. Employees who are not successful in the testing process may re-test after 6 months from the date of the interview.
- L. Employees currently under a 6-Month freeze as a result of a previous transfer, will still be considered eligible to transfer under this agreement, provided they are successful in this process.
- M. Employees selected under this MOU may be required to switch shifts for the purpose of training, consistent with resolution 99 on pg. 296 of the 2019 agreement.
- N. In the event Management requires employees to complete classes at local community colleges associated with this MOU, employees will be compensated in line with applicable National and Local pay policies.
- O. Employees may be required to complete and pass online training courses.
- P. The necessary tools and equipment will be provided upon assignment to the department.
- Q. To be selected, employees have to be active and on the roll at Arlington Assembly.
- R. All current Department 27 employees will be grandfathered in and will not have to test or interview. These employees will also be included in all future education and training sessions.
- S. It is also agreed that the portions of this MOU that go beyond initial implementation will be built into the Local Seniority Agreement for publication upon ratification of the Local Agreement.



DEPARTMENT 28

DRIVERS

1. It is recognized that Department 28 is a “PREFERRED AREA”.
2. Under current operating conditions, Department 28 consists of: DRIVER, DRIVER SHAKE & RATTLE, and DRIVER DVT teams.
3. Transfers to Department 28 may be made thru 63a, 63b, or III-C. No other transfers may be made at this time.
4. All teams in Department 28 will equalize by themselves by team with augmentation coming first from other teams within Department 28 by OT equalization then by augmentation from Department 70 team member.
5. It is understood that all driving of production vehicles during overtime after 52 conveyor line time will be done by Department 28 Drivers, providing employees are available at the time.
6. Reduction from a team will be by seniority unless a higher seniority employee elects to leave the team. The employee being reduced will have the option of bumping the lowest seniority employee on a job within the dept. seniority permitting or go to the A/R pool. If employee does not have the seniority to hold the shift the employee will be reduced to the opposite shift.
7. Employees on Leave of Absence greater than 30 days but less than 6 months will return to their team seniority permitting. Employee returning from a Leave of Absence of greater than 6 months will be placed by the departmental manpower committee.

8. A/Rs assigned to Department 28 will assume the overtime equalization hours of the employee they are covering for the day. A/Rs will be charged for overtime worked that day, absent employee will also be charged except for conditions outlined in the Rules for the Administration of Paragraph 71.

REDUCTION IN FORCE FLOW CHART





MATERIAL DEPARTMENT 50

ENTRY LEVEL

1. Employees entering this department through transfer, reductions, shift changes, etc.; will be assigned to open operations.
2. In the event there are not any open operations, they will be assigned to the A/R Pool.
3. The term “Open Operation” for this situation – an operation that has been posted and no employees signed up for the operation by the end of the posting deadline and secondary operation left open after the fulfillment of the Transfer Agreement provisions.

A/R POOL

1. In the event the A/R Pool has too many A/Rs, the low seniority A/R will be assigned to an open operation. Term open operation (posted operations that nobody signed up for at the end of the posting deadline).
2. Secondary opening will be open to the A/R Pool and unplaced employees.
3. In the event more than one (1) A/R wants a secondary opening, the seniority A/R will receive the job.
4. Primary openings in the A/R Pool will be posted. An A/R will be assigned to a group. In the event the group has too many A/Rs, the low seniority A/R will be assigned to another group.

PREFERRED POOL

1. Operations
 - a. Reclamation
 - b. Reclamation
 - c. 998 Delivery/Outbound Shipper
 - d. Engineering Change / Pilot Coordinator
 - e. Parts Replacement Operation (Parts Chaser)
2. Openings
 - a. All jobs will be scoped in the preferred pool, it will not realign.
3. Scope Procedure
 - a. All preferred jobs will be scoped by classification by seniority; department wide (not by shift).
 - b. The Engineering Change/Pilot Coordinator job will be filled by the seniority employee who is capable of performing the mutually agreed upon roles and responsibilities.
4. Reduction in Force
 - a. Any reduction in the preferred pool will be by classification by seniority. Operators affected by the reduction will be allowed to bump the low seniority person in the preferred pool, seniority permitting, by classification or go to the A/R pool.

REDUCTION IN FORCE

1. Team Reduction
 - a. An operator will be able to flow with their job if 50% or more of their job moves to another team and the resulting job in the new team consists of more than 50% of the work from the previous JOB.
 - b. In the event a job is eliminated, the team member will be able to replace the low seniority team member in the team, seniority permitting unless a higher seniority team member elects to leave the team. The team member leaving the team will go to the A/R pool.

- c. A team leader will remain with the majority of their operations during realignment or a reduction in force provided a majority of the new team is comprised of their existing team members.
- d. If current teams are divided evenly, the team leaders will be allowed to select between the new team or their current team in the following order:
 - 1. The team leader with the greater number of team members going to the new team.
 - 2. If the same number of team members come from the existing teams, the team leaders affected in seniority order.

REDUCTION IN FORCE FLOW CHART





MEMORANDUM OF UNDERSTANDING **MATERIAL – DEPARTMENT 50**

This memorandum is the result of extensive discussions between the Union and Management regarding the unclear distinction between the responsibilities of the Material Department, and those of the respective production departments. The parties have discussed at great length the concerns of several demands and have developed the following language, which will clarify portions of the Material Department's responsibilities.

1. Material Department is responsible to present all material to the various departments for production/assembly of the product where it is feasible and can be safely performed. Where dolly exchange is part of the Material employee's responsibility, it will be included in the Standard Time Data for the respective job.
2. The Material Department employee is responsible for the movement of non-conforming material from the area salvage table to the salvage building.
3. Any movement of material and material racks will not be done without the involvement of the Material Department employees. Material Department employees will set up kits and deliver material for pilot programs and test builds.
4. Prior to any maintenance, labor maintenance, or TPM work being performed that requires more than a minimal amount of material being moved for access, those departments will contact the Material Department Management who will assign material department employees to move material out of the way, and will also assign employees to replace it upon completion of the maintenance work.
5. Management recognizes its obligation to have all production material unloaded and delivered by Material Department Team Members. In this

regard Management agrees not to assign work to a team leader, which should be within a Team Member's roles.

6. Material Department team leader roles and responsibilities and obligations to support their team are defined within the Team Concept Agreement. In this regard, Material Department management is committed to support their Team Leaders, with meaningful two-way communications provided during weekly Team Leader meetings, and the expectation that all Team Leaders be made available to attend.
7. Management realizes that Team Concept has proven that the Team Members performing the jobs every day are the best persons to evaluate how to improve their job assignments. Management agrees that when there are changes, additions, or deletions of work within a team, the team will be given an opportunity to distribute or make changes to job assignments within the team, prior to a final decision being made by Management. When an employee in the Material Department requests a copy of the time study for their job assignment, the supervisor will provide and review the job description and time study with the employee within forty-eight (48) hours.
8. It is the responsibility of Material Department employees to perform audits on the various aspects of the Material floor operations; as well as the counting of parts for floor losses, errors in delivery, discrepant parts delivered, or instances where counting parts is required to prevent disruption to production. Any discrepancies found will be conveyed to the Group leader, who will make sure the appropriate employee makes the required correction. The parties recognize that Management is responsible to ensure audits are performed correctly.
9. Any repair or replacement material that is needed from Android will strictly be the responsibility of the Material Department.

The parties have established the Roles and Responsibilities for a Material Department Mobile Equipment Instructor. When an opening for a Mobile Equipment Instructor occurs, employees interested, who agree they are capable of fulfilling the Roles and Responsibilities, will be selected in seniority order.



INSPECTION DEPARTMENT 70

MANPOWER COMMITTEE

An integral part of the Inspection department is the “Manpower Committee”. The Inspection department Manpower Committee consists of The District Committeeperson and Superintendent and/or their representatives. This committee is empowered with certain duties and responsibilities which include the assignments of team members to teams, team members to A/R (absentee replacement) pool, manpower distribution, restricted employee job placements, job postings, job scoping, maintaining records, counseling employees, scheduling vacations and resolving issues in a timely manner.

ENTERING DEPARTMENT 70

1. Any employee entering the Inspection department by transfer, shift changes, etc. will be assigned to the open operation.
2. The term “open operation” in this situation is used to describe an operation that has been posted and no employee chose to post for the operation by the end of the posting deadline and/or any existing secondary opening left open after the fulfillment of the Transfer Agreement provisions.
3. In the event there are no open operations, the employee entering the department will be an AR until he/she receives a job by scope, or assignment by the manpower committee.

A/R OPERATORS

1. A/R operators will temporarily cover jobs they are placed on until they receive a permanent job by post, scope, or placement by the Manpower Committee.
2. In the event more than one A/R Operator wants a secondary opening, the seniority employee will receive the job.

SCOPE PROCEDURE

1. This procedure will be administered by classification by seniority on that shift.
2. The Committee persons and/or their representatives will start at the top of the seniority list by classification, descending in seniority order, asking each employee for the open position available.
3. Only employees on “active roll” will be considered in this procedure.

PREFERRED POOL

1. All positions in Department 70 are considered “preferred” and in the “preferred pool.” All positions are subject to the scope procedure in the Department.
2. Any additions or deletions of preferred positions will be mutually agreed upon.

WORKSTATIONS & LOCKERS

1. Worktables with compartment lockers will be provided for all permanent operations in the Inspection Department.
2. Team Leaders, Team Leader A/Rs and Team Member A/Rs will be provided with a locker within the area they are assigned.

3. If an A/R takes a permanent operation, management will continue to provide locker space for their belongings in an area mutually agreed upon by Union and Management.
4. Unassigned employees will be issued locker space. Upon permanent assignment management will continue to provide locker space for their belongings in an area mutually agreed upon by Union and Management.

OVERTIME AGREEMENT

For the purpose of overtime, the following will be applicable for Employees assigned to the Inspection Department:

1. Overtime will be equalized by employees in the team.
2. The Team Leader will equalize with the team he/she services.
3. The Team Leader/Team Member Absentee Replacement will be offered the overtime of the employee he/she is replacing for that shift. He/she and the employee which he/she replaces will be charged all hours worked or offered.
4. Proper overtime equalization practices will continue to be guided by the existing provisions of the local agreement, with the addition of Quality.

REDUCTION IN FORCE

Team (excluding preferred pool) –

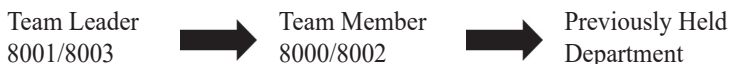
1. In the event an operator's job is eliminated in a team, he/she will flow to the lowest seniority operator's job in the team unless a higher seniority employee elects to leave the team.
2. Operators will be able to flow with their job (50% or more of their operation moved to another area).

3. If a dispute arises about the 50% work content, the department will go by the elemental breakdown and time studies.
4. When a team member is reduced from his/her team, he/she will be placed by the Manpower Committee on an open operation or bump the lowest seniority person in the department.

Preferred Pool –

1. When a reduction occurs in a preferred team the lowest seniority member will be reduced unless a higher seniority person leaves.
2. Any reduction will be by seniority (first in their team, then to the entire pool) by classification (8000/8002, 8001/8003) by shift.
3. The individual displaced may either bump the lowest seniority person in the preferred pool, by classification, or leave the pool and bump the lowest seniority person on his/her shift.

REDUCTION IN FORCE FLOW CHART





2023 LOCAL DEMANDS AND SETTLEMENTS

Local Demand 1

WHEREAS several operations in Body Shop are not considered “preferred” and in the “preferred pool.”

BE IT THEREFORE RESOLVED that the following operations will be considered "preferred" and in the "preferred pool." These positions are subject to the scope procedure in the Body Shop Department:

- a. Functional Team Leader
- b. Team Leader A/R's
- c. Metal Finish Operations
- d. Weld Check Operations
- e. Any function developed after this contract in the 8001/8003 classification.

BE IT FURTHER RESOLVED there will be no job rotation requirement on jobs in the preferred pool.

SETTLEMENT

The parties will work jointly to develop a process to allow the floor operations team to submit for particular jobs to be considered as non-rotational assignments due to the technical nature of the roles.

Local Demand 5

WHEREAS there are not lockers for temporary employees.

BE IT THEREFORE RESOLVED that a locker will be available for all temporary employees.

SETTLEMENT

The company commits to purchasing additional Team Room lockers for temporary employees to use while they are at work.

Local Demand 13

WHEREAS due to the excessive hours of overtime that the hourly employees work at the GM Arlington Assembly plant, their health is taking a toll.

BE IT THEREFORE RESOLVED that Management will provide an exercise track, tennis court, horseshoe pit, basketball court, baseball field, and picnic area at the Arlington facility for the use of the hourly employees. Add Cornhole take out baseball, tennis, exercise track

SETTLEMENT

Management will provide a horseshoe pit, corn hole game and picnic tables at the Arlington facility for employees to enjoy during breaks and lunch.

Local Demand 17

WHEREAS Management cannot maintain the agreed upon temperature, both warm and cold, throughout the plant; and

WHEREAS Management has been unable to keep all of the heating, cooling, and door curtain heaters working using outside services.

BE IT THEREFORE RESOLVED that Management will now employ at least six (6) GM Skilled Trades people in the bargaining unit, whose specialty and primary duties will be only to inspect, service, and repair the heating and cooling systems as well as the door curtain headers year-round.

SETTLEMENT

The advanced planning team will continue to be encouraged to find opportunities to identify work that is appropriate for the bargaining unit to complete where applicable and in line with the National Agreement Provisions.

Local Demand 18

WHEREAS Management requires rotation on preferred jobs.

BE IT THEREFORE RESOLVED that there will be no rotation on any preferred job.

SETTLEMENT

The parties will work jointly to develop a process to allow the floor operations team to submit for particular jobs to be considered as non-rotational assignments due to the technical nature of the roles.

Local Demand 23

WHEREAS Management does not enter employees' information in the payroll system in a timely manner.

BE IT THEREFORE RESOLVED that Management will put employees back into Kronos or any future payroll system within twenty-four (24) hours.

SETTLEMENT

Management will make every effort to ensure employees will be entered back into the system when returning from a leave of absence at the plant by the end of the next workday

Local Demand 26

WHEREAS there should be an addition to Preferred Operations.

BE IT THEREFORE RESOLVED that language for all Tow Pit operations be added to preferred status.

SETTLEMENT

Management agrees to add the Tow Operation to preferred job status.

Local Demand 34

WHEREAS inclement weather impacts the safety of our valued employees and their families while trying to drive to work.

BE IT THEREFORE RESOLVED that Management will determine whether or not work will be canceled a minimum of four (4) hours prior to the start of the affected shift;

BE IT FURTHER RESOLVED that Management will update the call-in hotline immediately after the decision is made to cancel a shift or not, giving employees enough notice for the employees to find out if the shift will be canceled or not before the employee has to leave for work; and

BE IT ADDITIONALLY RESOLVED that General Motors will not post signs or people at the gates or turnstiles in an effort to decline to pay employees because Management failed to make a decision in a timely manner.

SETTLEMENT

The company will notify employees of shift cancellations as soon as possible via the Automatic Notification Service (ANS). Management agrees to not restrict employees in any way that show up for work and therefore be it is also resolved that all employees must sign up for ANS.

Local Demand 42

WHEREAS the Medical Department does not properly cover employees that it will not return to work.

BE IT THEREFORE RESOLVED that the General Motors Arlington Medical Department will cover any employee that the Medical Department will not return to work or the Medical Department will allow that employee to work.

SETTLEMENT

The parties have had lengthy discussions regarding the issue cited in this demand. Issues that arise as a result of a refusal of Management to return an employee to work from sick leave by reason of the medical findings of a physician or physicians acting for the Corporation can be escalated the Shop Committee, Local Leadership and medical for resolution.

Local Demand 55

WHEREAS the disciplinary procedure is not always properly administered.

BE IT THEREFORE RESOLVED that all discipline will be to the contract language only; no steps will be skipped at any time and only those listed as progressive will be progressive and only to the highest step for that charge.

SETTLEMENT

Management understands the Tenants and nature of progressive discipline but maintains that the Shop Rule section of the Local Agreement remains management Policy and will be treated accordingly.

Local Demand 60

WHEREAS over/under coverage needs to be amended.

BE IT THEREFORE RESOLVED that Management will allow for over/under coverage to be worked any day of the week to allow more than twelve percent (12%) off at one time for Skilled Trades only.

SETTLEMENT

Be It Therefore Resolved: The company's position is that current local contract language including excused in advance is adequate to meet this demand.

Local Demand 61

WHEREAS time paid during Company travel needs to be amended.

BE IT THEREFORE RESOLVED that all Company-related travel be on a no loss, no gain process. All Division I and Division II employees will be paid all available hours for the time they are out of the plant for Company business.

SETTLEMENT

Management will follow all National Agreement pay provisions and call letter instructions as it related to time spent out of the plant on Company Business.

Local Demand 62

WHEREAS Management unilaterally changes Division II jobs.

BE IT THEREFORE RESOLVED that all Division II job changes be discussed and agreed to with the Union prior to any changes being made.

SETTLEMENT

The company recognizes the need for notification of permanent job changes to the union. This notification will take place during the established weekly manpower meeting by including permanent job change notification as an agenda item.

Local Demand 64

WHEREAS ash-house material dock work should be performed by Division II employees.

BE IT THEREFORE RESOLVED that all outsourced ash-house material dock work be returned to General Motors Division II bargaining unit employees.

SETTLEMENT

Refer to demand settlement #17.

Local Demand 65

WHEREAS the Industrial Hygiene Technicians – Joint Ergonomic Technicians do not have the proper equipment.

BE IT THEREFORE RESOLVED that Management provide two (2) ergoFET palm gauges, two (2) mark-10 force gauges (model M3-100), one (1) digital floor scale (model JSHIP-332US), one (1) Bois 510-m defender/primary flow calibrator, and five (5) SKC air check touch pumps (model 220-5000TC).

SETTLEMENT

Management will purchase ERGO gauges/tools using our current method to procure said tools. This process includes Joint Party Safety approvals.

Local Demand 67

WHEREAS the Skilled Trades locker room showers are not being cleaned regularly.

BE IT THEREFORE RESOLVED that Skilled Trades locker room showers be put on a weekly cleaning schedule and documented.

SETTLEMENT

The company commits to ensuring that common areas are clean and sanitary. As a means to ensure there is a process to address issues quickly, a QR code will be displayed in all bathrooms, showers and agreed upon common areas. This process will notify Housekeeping that there is an issue that requires immediate attention.

Local Demand 76

WHEREAS there is not a proper spread of hours on the overtime charts.

BE IT THEREFORE RESOLVED that all Division I Paragraph 71 charts have an overtime spread from low to high of no more than forty (40) hours total.

SETTLEMENT

On January 1, 2026, Committeeperson and Management will review OT Equalization charts to adjust and resolve incorrect charging issues as appropriate. Going forward after this exercise if the spread of hours is greater than 100 hours and the issue cannot be resolved by the UAW Committeeperson and the Management designee then the issue will be escalated to the Shop Committee for resolution.

Local Demand 81

WHEREAS the Paragraph 71 chart is not always followed.

BE IT THEREFORE RESOLVED that the Paragraph 71 chart be followed at all times to offer any overtime, including lunch or any other offers.

SETTLEMENT

The company is committed to enhancing the 71 Overtime process in all areas of the plant in support of the practice of offering OT from low to high hours in line with all applicable Local and National Agreement provisions. This will be accomplished by mutually agreed upon joint Training and Audits. Any issues which arise will be discussed between the parties to ensure compliance. This does not constitute a low man agreement.

Local Demand 86

WHEREAS the work schedule for Skilled Tradespersons is not the same as Production employees.

BE IT THEREFORE RESOLVED that Skilled Trades follow the Production work schedule (example: 6:00 AM - 2:06 PM instead of 6:00 AM - 2:30 PM); and

BE IT FURTHER RESOLVED that hours will be staggered for traffic control.

SETTLEMENT

Management will permit Skilled Trades employees to align their schedules with the production schedule. However, Management retains the right to modify employees schedules as necessary.

Local Demand 88

WHEREAS ash houses are not left on when Production is not working.

WHEREAS All ash houses are not left on when production is not working.

BE IT THEREFORE RESOLVED all ash houses to be left on when skilled trades are scheduled on a non-production day.

SETTLEMENT

The company agrees that the departments will have the flexibility to adjust EMS schedules on non-production days.

Local Demand 91

WHEREAS not all Skilled Trades lockers are the same.

BE IT THEREFORE RESOLVED that all Skilled Tradespersons be assigned the same locker for storage in all Departments (replace the tan lockers).

SETTLEMENT

The company will use allocated funds from demand #5 to purchase lockers for skilled trades.

Local Demand 96

WHEREAS the Union is not provided with information for vehicles that are worked on by anyone outside of the bargaining unit.

BE IT THEREFORE RESOLVED that Management provide a detailed list showing the number of vehicles, scope of work, Vehicle Identification Numbers, cost, and reason for any vehicles being sent out or worked on by anyone other than UAW Arlington Assembly workers; and

BE IT FURTHER RESOLVED that this list shall be provided daily to the Chairperson and the Shop Committee.

SETTLEMENT

Management will notify the Union Chair and/or Zones on the Status of vehicles being sent out for repairs. Via Text or E-mail.

Local Demand 98

WHEREAS it is not feasible for employees to wear one-piece "blues" daily.

BE IT THEREFORE RESOLVED that all employees in the Paint Department will have a choice between two-piece or one piece "blues" to wear.

SETTLEMENT

All female employees in the Paint Department will have a choice between two-piece or one piece "blues" to wear.

Local Demand 103

WHEREAS another Skilled Trades Team room needs to be added.

BE IT THEREFORE RESOLVED that a Skilled Trades Team room will be installed in the "new" Body Shop at AX20.

SETTLEMENT

Under current operating conditions. The company recognizes the need for a new skilled trades team room in the T1 Body Shop and will commit to providing a skilled trade team room to the T1 Body Shop.

Local Demand 106

WHEREAS Maintenance SME's need the ability to order PPE and supplies.

BE IT THEREFORE RESOLVED that all Maintenance SME's will have access to SAP Ideal to order PPE and supplies required for their Team.

SETTLEMENT

After lengthy discussion between the parties the company agrees that Maintenance SME's should be able to order PPE. Therefore this demand is resolved by adding "ordering parts, tools, and PPE" to the team leader (SME) responsibilities on page 80 number 1 paragraph V of the 2019 local Agreement.

Local Demand 108

WHEREAS GA Electricians unit 44 and unit 54 do not have a scooter.

BE IT THEREFORE RESOLVED that Management will provide a scooter for GA Electricians unit 44 and unit 54.

SETTLEMENT

Management will look at the current mobile equipment fleet an re-allocate scooters to be used by the GA electricians Unit 44 and Unit 54.

Local Demand 112

WHEREAS scooters are necessary for some jobs.

BE IT THEREFORE RESOLVED that when dropping off a scooter to be repaired, truck repair will provide the employee with a loaner.

SETTLEMENT

The company is committed to evaluate our current scooter allocation and will re-assign one to be a replacement when scooters are in for repair.

Local Demand 116

WHEREAS tours for family and friends encourage community support for GM vehicles.

BE IT THEREFORE RESOLVED that tours for family and friends during production hours will be organized as a weeklong annual event at GM Arlington.

SETTLEMENT

The local parties will support and encourage any corporate sponsored family and friends events with the intention of showcasing our products and workforce.

Local Demand 118

WHEREAS Body Shop employees are not provided with lockers.

BE IT THEREFORE RESOLVED that Body Shop TM/TL/AR's/ temporaries will have personal lockers like GA and will be audited.

SETTLEMENT

The company will re-assign lockers to TM/TL/AR's and will commit to purchasing cubby style lockers for temporary employees as per UAW Demand #5.

Local Demand 119

WHEREAS Team Leaders require specific training.

BE IT THEREFORE RESOLVED that once being pulled for Team Leader, it is mandatory to go through the proper training after two (2) weeks, for example, Team Leader bootcamp.

SETTLEMENT

New Team Leaders will go through mandatory Team Leader bootcamp. Refusal to attend this training could result in removal from the position.

Local Demand 120

WHEREAS bathroom clogs are not reported when they are found.

BE IT THEREFORE RESOLVED that when Facilities is cleaning the bathroom and they see a clogged toilet or urinal, they notify the proper Trade to get it fixed immediately.

SETTLEMENT

The company commits to ensuring that common areas are clean and sanitary. As a means to ensure there is a process to address issues quickly, a QR code will be displayed in all bathrooms, showers and agreed upon common areas. This process will notify Housekeeping that there is an issue that requires immediate attention.

Local Demand 121

WHEREAS the elevators break down constantly.

BE IT THEREFORE RESOLVED that General Motors Arlington Assembly will do a total rebuild of all existing elevators or replace them with new ones.

SETTLEMENT

The Company will continue to follow the GM Corporate process for asset sustainment and will continue to request funding based on asset condition.

Local Demand 122

WHEREAS the Body Shop gym is not properly equipped.

BE IT THEREFORE RESOLVED that the Body Shop gym will add dumbbells and weightlifting equipment.

SETTLEMENT

The company will purchase free weights and a bench for the Body Shop fitness area.

Local Demand 123

WHEREAS the new Body Shop does not have any fans on the jobs the employees work overtime.

BE IT THEREFORE RESOLVED that Management will put a fan on every job.

SETTLEMENT

The Company provided disposition on this demand in 2019 and we maintain that stance.

Local Demand 128

WHEREAS there are not enough Badge Readers in the plant.

BE IT THEREFORE RESOLVED that Management will provide additional Badge Readers throughout the plant.

SETTLEMENT

The joint parties will evaluate the current locations of the Badge Readers and increase as required.

Local Demand 130

WHEREAS there are not enough monitors in the plant.

BE IT THEREFORE RESOLVED that Management will provide additional monitors throughout the plant for communication and informational purposes.

SETTLEMENT

Management will provide additional monitors throughout the plant for communications and informational purposes in jointly agreed locations.

Local Demand 132

WHEREAS more people need to be trained in first aid and CPR.

BE IT THEREFORE RESOLVED that first aid and CPR training for all of Bargaining, Doc. 46, and Trainers.

SETTLEMENT

Refer to Demand #294.

Local Demand 136

WHEREAS we do not currently have a designated training room for Technical and other training for our Skilled Trades; and

WHEREAS we are allowed to use the admin area in the Old Body Shop for now, but there is no guarantee that this will continue.

BE IT THEREFORE RESOLVED that a room be constructed near the training cell that would be used for training purposes only;

BE IT FURTHER RESOLVED that the room would remain locked when not being used; or

BE IT ADDITIONALLY RESOLVED that training for Skilled Trades continue to take place in the admin area of the Old Body Shop and that it be given priority when scheduling its use."

SETTLEMENT

The company recognizes the benefit for a training room near the training cell in K2 body shop, therefore be resolved that the company will maintain the training cell through any potential facility changes.

Local Demand 137

WHEREAS Mechanical Skilled Tradespersons are in need of a trainer.

BE IT THEREFORE RESOLVED that an adequate number of Skilled Tradespersons will be added to be Mechanical Trainers to provide training to aid the Mechanical Trades in keeping up their welding, air logic, hydraulic skills.

SETTLEMENT

The company agrees to develop a process to Identify topics for training, topics and jointly develop a selection and removal process for trainers, furthermore the intent is for these positions to not become fulltime trainers and only be used when needed based on the subject matter to be trained.

Local Demand 162

WHEREAS Team Leaders should not be assigned to known absences.

BE IT THEREFORE RESOLVED that Management will not assign Team Leaders to any known absences; and

BE IT FURTHER RESOLVED the term “absences” will include, but not be limited to: vacation, paragraph (109), Doc. 77, sick leave of any type, jury duty, bereavement, Joint Funds training, military leave, any type of disciplinary action, or other types of leave covered under the UAW/GM National Agreement.

SETTLEMENT

Management will cover all known absences by use of temps or offer Over/Under to Team Members prior to placing team leaders on line for all known absences. This would exclude VR and FMLA calls-ins.

Local Demand 165

WHEREAS it is difficult for employees to get their vehicles serviced.

BE IT THEREFORE RESOLVED that GM Arlington Management will provide an area in the back of the parking lot where all hourly employees can drop off cars and have dealers pick them up to do repairs and oil changes, etc.

SETTLEMENT

The Company will facilitate a program where employees can have their vehicles serviced by a local GM dealership while they are at work. This program will include a designated area in the parking lot for employees to leave their vehicles for pick-up.

Local Demand 181

WHEREAS the video equipment and cameras are outdated and the Video Room has been allowed to accumulate unnecessary items causing difficulty in using it for its stated purpose.

BE IT THEREFORE RESOLVED that the Video Room will be cleaned and refurbished and the video equipment will be updated to allow professional quality presentations.

SETTLEMENT

The video room will be cleaned and considered in future transformation projects.

Local Demand 186

WHEREAS not all restrooms have working fans or adequate ventilation.

BE IT THEREFORE RESOLVED that all restrooms throughout the plant will have working exhaust fans and adequate ventilation.

SETTLEMENT

The company commits to ensuring that common areas are clean and sanitary. As a means to ensure there is a process to address issues quickly, a QR code will be displayed in all bathrooms, showers and agreed upon common areas. This process will notify Housekeeping that there is an issue that requires immediate attention.

Local Demand 188

WHEREAS the number of monitors available throughout the plant is not adequate.

BE IT THEREFORE RESOLVED that Management will provide television monitors at all job locations and on all columns throughout the plant.

SETTLEMENT

Management will provide additional monitors throughout the plant for communications and informational purposes. The locations of these monitors will be jointly agreed upon.

Local Demand 191

WHEREAS the language in the current Local Agreement Transfer Agreement needs to be modified.

BE IT THEREFORE RESOLVED that the Local Transfer Agreement will be modified as follows: "A Paragraph 63(a) & 63(b) chart booklet shall be openly displayed in each Department in such a manner that it may be reviewed by the employees to make them aware of transfer opportunities. The charts will also be displayed on the HCC."

SETTLEMENT

The local Transfer Agreement will be modified to incorporate improvements to clearly indicate seniority and placement, in order for employees to easily determine where they are in the transfer process.

Local Demand 192

WHEREAS the language in the 2011 Local Seniority Agreement, Section VIII (A) needs to be amended.

BE IT THEREFORE RESOLVED that the language will be changed as follows: "quarterly" will be inserted after the word "posted," so as to reflect how often the seniority charts at all exits and entrances shall be changed.

SETTLEMENT

The local Seniority Language, Section VIII (A) will be changed to indicate that the list will be posted "Quarterly" at all exits and entrances.

Local Demand 194

WHEREAS it is recognized that diversity is an important aspect of modern working conditions and all employees should have the opportunity to learn about this concept within the Arlington facility.

BE IT THEREFORE RESOLVED that a "Diversity Board" will be erected within the plant for use by the Civil and Human Rights Committee to promote diversity. The board shall measure 10 ft x 20 ft and be hung on the north side of the Veterans' Display on the A aisle.

SETTLEMENT

Both parties are committed to Diversity, Equity and Inclusion and as a means to communicate our efforts a "Diversity Board" will be erected within the plant for use by the Civil and Human Rights Committee.

Local Demand 195

WHEREAS some employees do not work in close proximity to ice/drinking water dispensers in the plant.

BE IT THEREFORE RESOLVED that ice/drinking water dispensers will be installed at all plant entrances.

SETTLEMENT

The current locations of ice/drinking water dispensers will be evaluated and if additional units are required they will be jointly agreed upon.

Local Demand 198

WHEREAS there currently exists no recognition within the plant for Walter Reuther, first President of the International Union, UAW.

BE IT THEREFORE RESOLVED that the lunch break on September 1 of each year will be extended by fifteen (15) minutes to recognize the contribution of Walter Reuther; and

BE IT FURTHER RESOLVED that if September 1 falls on a non-workday, this extra fifteen (15) minutes will be added to the closest workday to September 1."

SETTLEMENT

The joint parties are committed to honoring Walter Reuther with a display at one of the plant entrances.

Local Demand 204

WHEREAS the bicycles in the plant are often in need of repair and it takes an excessively long time to effect said repairs.

BE IT THEREFORE RESOLVED that Management will provide ten (10) bicycles to be kept on hand for exchange or to be used as a loaner while other bicycles are being repaired.

SETTLEMENT

Management will provide three (3) bicycles to be kept on hand for exchange or to be used when assigned units are being repaired.

Local Demand 219

WHEREAS many times GM employees are asked to work during breaks and/or lunch; and

WHEREAS the time worked during breaks and/or lunch is not properly recorded."

BE IT THEREFORE RESOLVED that Group Leaders will keep and maintain a list of all GM employees who are asked to work during their breaks and/or lunch; and

BE IT FURTHER RESOLVED that the Group Leaders will note whether the employee agreed to work during breaks and/or lunch or whether the employee did not agree to work during breaks and/or lunch for the purpose of properly maintaining Paragraph 71 charts."

SETTLEMENT

The group Leaders will keep and maintain a list of all GM employees who are asked to work during their break and /or lunch; and Be It Further Resolved that the Group Leaders will note whether the employee agreed to work during breaks and/or lunch or whether the employee did not agree to work during breaks and/or lunch for the purpose of properly maintaining Paragraph 71 charts."

Local Demand 221

WHEREAS currently, Management does not accept a "Physician's Assistant's" signature on a doctor's note.

BE IT THEREFORE RESOLVED that Management will accept a "Physician's Assistant's" signature on a doctor's note the same as an acceptable medical doctor's signature anytime an employee comes back with a medical note from a doctor's office.

SETTLEMENT

Management will accept "Physicians Assistant's" signature on a doctor's note the same as an acceptable medical doctor's signature anytime an employee comes back with a medical note from a doctor's office.

Local Demand 224

WHEREAS the notification period for Skilled Trades to work weekends needs modification.

BE IT THEREFORE RESOLVED that the notification period on forcing an employee to work a weekend be changed from Wednesday to no later than Monday (12 days' notice).

SETTLEMENT

The company agrees to change Wednesday to prior Monday on page 54 paragraph H on the 2019 local agreement. The last sentence will now read; No one will be forced to work any later than the Monday immediately prior to the weekend/holiday unless emergency exist.

Local Demand 245

WHEREAS there is not a covered smoke area for Body Shop.

BE IT THEREFORE RESOLVED that Management provide a covered smoke area for Body Shop with an air conditioning unit.

BE IT THEREFORE RESOLVED that management will provide two Bus Stop area for Body Shop. The locations will be mutually agreed upon.

Local Demand 246

WHEREAS when Team Leaders, Weld Verification, or Engineering Support are refusing the available overtime, the positions remain uncovered; and

WHEREAS this gives Management the opportunity to do the Skilled Trades work."

BE IT THEREFORE RESOLVED that this overtime will be offered to all available Skilled Trades; and

BE IT FURTHER RESOLVED if Management feels necessary, they can plan cross-training.

SETTLEMENT

The company agrees to jointly develop a cross training process for the Electricians to have the ability to cover the Team Leader, Weld Verification and Engineering Support roles. Necessary standardized training will be provided. The opportunity will be available to all employees who volunteer/express interest in participating in the process. Electrical skilled trades will be responsible to demonstrate proficiency/competency and their ability to meet the job responsibilities (3/4 pie on flex chart, etc).

Local Demand 247

WHEREAS oil from presses accumulate in the ceiling area in Stamping.

BE IT THEREFORE RESOLVED that exhaust fans in Stamping will be operational 24/7.

SETTLEMENT

Exhaust fans in Stamping will be operational when the plant is running production.

Local Demand 252

WHEREAS the language on page 34, item 3, Transfer Agreement, Job Postings in the 2019 UAW/GM Local Agreement should be revisited.

BE IT THEREFORE RESOLVED that the Team will realign as many times as needed to post, secondary opening.

SETTLEMENT

Primary opening will be filled by seniority order within the team. It is understood that this procedure will allow for multiple re-alignments within the team, the opening which results from these moves will be posted department wide. The secondary opening that results from these moves will be filled by the Management and the Union with no 6-month lock-in required.

Local Demand 253

WHEREAS Paint Elect. SME has to cover entire Paint Shop, both old and new, as well as the Trim loader and the ASRS cranes.

BE IT THEREFORE RESOLVED that Management will provide a truck.

SETTLEMENT

Management will evaluate the current fleet and reallocate a cart for use.

Local Demand 255

WHEREAS the 4000+ employees at GM Arlington Assembly deserve to have full food service provided at mealtimes on all three (3) shifts.

BE IT THEREFORE RESOLVED that hot food entrees cooked in the cafeteria, as well as salads, choice of fried foods and grilled foods, made to order breakfast food, desserts, sub sandwiches, etc.

SETTLEMENT

It is management's intent that sufficient food service will be maintained based on adequate patronage. In order to accommodate this, a joint food service committee will be established within 90 days of ratification. The charter of this committee will be established by the Key 4.

Local Demand 260

WHEREAS fans are not cleaned on a regular basis.

BE IT THEREFORE RESOLVED that fans will be cleaned without having to ask; and

BE IT FURTHER RESOLVED that the cleaning of fans will be on some type of normal rotation."

SETTLEMENT

The company commits to ensuring that common areas are clean and sanitary. As a means to ensure there is a process to address issues quickly, a QR code will be displayed in all bathrooms, showers and agreed upon common areas. This process will notify Housekeeping that there is an issue that requires immediate attention.

Local Demand 261

WHEREAS bathrooms are not always cleaned and in working condition like up front.

BE IT THEREFORE RESOLVED that bathrooms will be cleaned and working at all times.

SETTLEMENT

The company commits to ensuring that common areas are clean and sanitary. As a means to ensure there is a process to address issues quickly, a QR code will be displayed in all bathrooms, showers and agreed upon common areas. This process will notify Housekeeping that there is an issue that requires immediate attention.

Local Demand 264

WHEREAS some people are feeding birds near the plant; and

WHEREAS the presence of birds poses a health and safety issue for employees.

BE IT THEREFORE RESOLVED that Management will get rid of the birds.

SETTLEMENT

Management will address bird and rodent concerns on a regular basis and react accordingly.

Local Demand 265

WHEREAS Management installed pneumatic actuators on all filter vessels in the old Paint Shop and said they were going to in the new Paint Shop; and

WHEREAS Management did Stage 1 B deluge and then refused to do any more.

BE IT THEREFORE RESOLVED that Management install pneumatic actuators on all valves on all filter vessels in the new PTED and Elpo Paint Shop.

SETTLEMENT

This demand is resolved on the basis that a G Risk Safety assessment will be completed, and that both parties agree to follow the recommendations of the said G-Risk Safety Assessment.

Local Demand 267

WHEREAS Maintenance employees must endure nasty conditions when working Sundays and holidays because there is no one at the plant cleaning or restocking restrooms.

BE IT THEREFORE RESOLVED that restrooms, locker rooms, and break areas will be cleaned at least once per shift every day, 365 days per year.

SETTLEMENT

The company commits to ensuring that common areas are clean and sanitary. As a means to ensure there is a process to address issues quickly, a QR code will be displayed in all bathrooms, showers and agreed upon common areas. This process will notify Housekeeping that there is an issue that requires immediate attention.

Local Demand 269

WHEREAS there are not enough working security cameras in the parking lot.

BE IT THEREFORE RESOLVED that existing security cameras in all employee parking areas will be repaired and be updated to current standards.

SETTLEMENT

The company will evaluate existing security cameras in all parking areas and is further committed to the timely repair and replacement, if the need exists.

Local Demand 271

WHEREAS the hill to the Gate 10 south parking lot is difficult to navigate.

BE IT THEREFORE RESOLVED that stairs will be installed up the hill to the Gate 10 south parking lot at the concrete retaining wall.

SETTLEMENT

Management will include the addition of stairs up the hill to gate 10 South Parking Lots in future facilities improvement recommendations.

Local Demand 272

WHEREAS Skilled Tradespersons require specific footwear.

BE IT THEREFORE RESOLVED that all Skilled Tradespersons will be given three hundred dollars (\$300.00) every calendar year for the purchase of work boots or shoes.

Therefore be it resolved that will provide a \$120 voucher for skilled Trades employees twice during the life of the agreement. Eligibility for the shoe voucher excludes Skilled Trades employees who are approved for the SAP Benefit. Once a tentative agreement is reached, employees at the time will receive a shoe voucher in 2025 and 2026.

Local Demand 273

WHEREAS employees are required to wear safety glasses.

BE IT THEREFORE RESOLVED that the Arlington Plant will have an eyeglass store on-site where employees can get two (2) pairs of safety glasses per year, prescription or not, paid for by GM.

SETTLEMENT

The company will work with our current safety eyewear supplier to host in-plant campaigns in which all employees can order safety eye-wear in the plant.

Local Demand 275

WHEREAS the breakrooms are not adequately stocked with supplies and equipment.

BE IT THEREFORE RESOLVED that all breakrooms in the plant will have extra microwaves, toaster ovens, face tissue dispenser, wipes dispenser, and sinks for employees; and

BE IT FURTHER RESOLVED that the above items need to be cleaned once a week.

SETTLEMENT

The company will evaluate all breakrooms in the plant to ensure all supplied kitchen appliances/items (microwaves, dispensers) are in working order. The company is further committed to replace any items which are not in proper working order. This will be handled on a case-by-case basis.

Local Demand 279

WHEREAS functioning Team Leaders may be bumped in their Department upon another Team Leader's return to work or restrictions.

BE IT THEREFORE RESOLVED that Team Leaders with the option of bumping the low seniority functioning Team Leader in the Department due to a return from leave or restrictions, will only be able to do so if there are currently no open Teams. If there is more than one open Team, the Team Leader will choose which Team to be assigned to.

SETTLEMENT

Team Leaders with the option of bumping the lowest seniority functioning Team Leader in the department due to a return from sick leave or restrictions, will only be able to do so if there are currently no open teams. If there is more than one open team, the Team Leader will choose which team to be assigned to.

Local Demand 282

WHEREAS the language in Arlington Local Transfer Agreement, Job Postings in the 2019 UAW/GM Local Agreement should be amended.

BE IT THEREFORE RESOLVED that 3. A. 5. will be added that reads: “Medically restricted from performing the job for more than thirty (30) consecutive calendar days”;

BE IT FURTHER RESOLVED that P. on page 38 needs to be amended to compensate for this change; and

BE IT ADDITIONALLY RESOLVED that all instances of returning from leave of absence, need to be changed to “returning from leave of absence/ restrictions.”

BE IT THEREFORE RESOLVED that 3. A. 5. will be added to page 34 that reads: “Medically restricted from performing the job for more than thirty (30) consecutive calendar days;

BE IT FURTHER RESOLVED that P. 2. on page 38 needs to be amended to Any employee returning from a Leave of Absence or off their job due to restrictions greater than thirty (30) calendar days and less than six (6) months will return to the Team, seniority permitting and reduce the low seniority operator out of the Team unless a higher seniority employee elects to leave the Team. and,

SETTLEMENT

All instances of “returning from leave of absence,” need to be changed to “returning from leave of absence/off their job due to restrictions.”

Local Demand 287

WHEREAS employees may encounter a flat tire and not have means to repair it.

BE IT THEREFORE RESOLVED that Security will keep and maintain one air pump and one jumper box with spares for both. These will be available to sign out, upon request, for use in the parking lot only.

SETTLEMENT

Security will keep and maintain one air pump and one jumper box with spares for both. These will be available to sign out, for use in the parking lot only.

Local Demand 293

WHEREAS DO18 keys should be used only by Electricians.

BE IT THEREFORE RESOLVED that all DO18 keys will be removed from Management and employees that are not Electrician; and

BE IT FURTHER RESOLVED that there will be a penalty if Management is caught using the DO18 key. Four (4) hours of double time will be paid to the low man on the Paragraph 71 chart."

SETTLEMENT

The company recognizes the need to limit manual motion with conveyor equipment, going forward the company will evaluate opportunities with new equipment installation or system upgrades to minimize control access to keys or hardware that dictate conveyor motion.

Local Demand 294

WHEREAS Plant Medical needs assistance.

BE IT THEREFORE RESOLVED that first responders will assist the medical staff in every Department and every shift;

BE IT FURTHER RESOLVED that there will be a set number of first responders to hourly employees at a ratio of 100:1;

BE IT ADDITIONALLY RESOLVED that being a first responder is by voluntary basis only;

BE IT STILL FURTHER RESOLVED that all first responders have their own radio and channel to respond to.

SETTLEMENT

Management see the value in preparing the workforce for responding to potential first aid emergencies. As such, a program has already been initiated with the intention to provide first aid training to those that show an interest on an ongoing basis. The company commits to continue to provide these opportunities across the site in line with the body shop pilot and consistent with corporate policy.

Local Demand 298

WHEREAS it is unclear to employees what happens if they are bumped off a shift or job.

BE IT THEREFORE RESOLVED that language will be added that defines the movement when someone gets bumped off of a shift and/or out of a position and defines under what conditions and where does the employee go.

SETTLEMENT

The person(s) exercising the shift preference will go to the opening on that shift, if more that one opening persist they will get to choose in seniority order. If no opening persist they will bump the lowest seniority person(s) on that shift. The lowest seniority person(s) being bumped on that shift can exercise their shift preference rights, seniority permitting or go to the shift where the opening persist. If more than one opening persist they can choose in seniority order. If no opening persist then they will be place by the Skilled Trades Manpower Committee.

Local Demand 304

WHEREAS the Arlington Local Transfer Agreement language should be amended.

BE IT THEREFORE RESOLVED that two (2) moves will be removed from J. on page 37 of the 2019 UAW/GM Local Agreement; and

BE IT FURTHER RESOLVED that Management will scope until all Team Leader openings are filled.

SETTLEMENT

Management will allow 4 moves maximum under this process for a single opening move under section J on page 37 of the local Agreement. Any deviation will be brought to the Shop Committee and Local Leadership for resolution.

Local Demand 306

WHEREAS the Chassis, Department 25, language should be amended.

BE IT THEREFORE RESOLVED that “All Chassis Team Leaders will be bought, upon ratification of the Local Agreement, new tools and toolboxes and any other supplies needed for their respective teams,” will be added to item 3. Team / Personal Lockers and Toolboxes on page 131.

SETTLEMENT

Each Team Leader in General Assembly will be offered a tool bag. Be it also resolved that if a Team Leader requires replacement tools, they will follow the current process of requesting said tools from their Group Leader or Business Manager.

Local Demand 314

WHEREAS job descriptions are not detailed enough.

BE IT THEREFORE RESOLVED that all job descriptions will be detailed for each employee for Division I and Division II as to clearly state what is required for employees to perform (eliminate any can-do/will-do).

SETTLEMENT

Management agrees to follow the GMS standard that all job elements be listed in the JES and STS to ensure product quality and standardized work.

Local Demand 316

WHEREAS Division I employees should have clothing provided and laundered.

BE IT THEREFORE RESOLVED that Management will provide clothes for Division I Body Shop and Stamping employees on a rental basis and provide laundry service, as is done for Skilled Trades; and

BE IT FURTHER RESOLVED that Division I employees will be issued ten (10) pairs or sets of clothing which will be coveralls or pants and shirts."

SETTLEMENT

Management remains committed to providing proper PPE to our employees in our Stamping and Body operations, as such, the Company is committed to purchasing 3 additional pairs of Coveralls for employees in that area.

Local Demand 321

WHEREAS the parking lots often have litter in them.

BE IT THEREFORE RESOLVED that all Arlington plant parking lots will be cleaned daily; and

BE IT FURTHER RESOLVED that extra trash bins will be installed.

SETTLEMENT

The company commits to ensuring that common areas are clean and sanitary. As a means to ensure there is a process to address issues quickly, a QR code will be displayed in all bathrooms, showers and agreed upon common areas. This process will notify Housekeeping that there is an issue that requires immediate attention.

Local Demand 324

WHEREAS Team Leaders are not brought in to support Team Members on overtime.

BE IT THEREFORE RESOLVED that if three (3) or more Team Members are working overtime, a Team Leader will be brought in for support. The overtime includes, but is not limited to, Saturday, Sunday, or daily.

SETTLEMENT

If special projects or shifts require half of a team to work overtime, a Team Leader capable of fulfilling all roles and responsibilities will be brought in for support. The local parties will develop a Memorandum of Understanding before implementing the process.

Local Demand 331

WHEREAS some Supervisors repeatedly fail to post or administer asking people correctly.

BE IT THEREFORE RESOLVED that if a Supervisor repeatedly fails to post or administer asking people correctly per the Paragraph 71 language/chart, they will be sent to training until they can pass a test and prove proficiency; and

BE IT FURTHER RESOLVED that, if they continue to handle it incorrectly, they will be given some type of discipline.

SETTLEMENT

A process will be developed to track issues pertaining to overtime canvassing. The company further resolves that if issues are found, we are committed to problem solving and assigning timely corrective actions.

Local Demand 339

WHEREAS there are outstanding grievances, pay, and work safety issues.

BE IT THEREFORE RESOLVED that all outstanding grievances, pay, and work safety issues be settled before the end of the 2019 contract.

SETTLEMENT

All outstanding grievances, pay, and work safety issues be settled upon ratification of the 2023 Local Agreement.

Local Demand 340

WHEREAS currently, hourly employees at General Motors Arlington Assembly are receiving discipline under Doc. 8 of the National Agreement for medical emergencies or auto accidents involving the employee or immediate family members; and

WHEREAS Doc. 8 of the National Agreement states, in part: “2. ... Recognizing that there are contractually acceptable reasons for missing work, certain absences by their definition are not subject to the Improvement Steps of this procedure. “3. ...claiming that the instant absence, tardiness or failure to call in was due to documented extraordinary circumstances beyond the employee’s control.”

BE IT THEREFORE RESOLVED that any GM Arlington Assembly hourly employee who experiences a medical emergency or is involved in an auto accident involving the employee or immediate family member will not receive any type of discipline issued by Management.

SETTLEMENT

The company maintains our commitment to evaluate unusual and unfortunate incidents on a case by case basis. The Company further commits to reviewing appropriate actions to address these incidents/concerns.

Local Demand 354

WHEREAS local demand 458 on page 179 should be amended.

BE IT THEREFORE RESOLVED that “was” in the second line will be removed and replaced with “is.”

SETTLEMENT

Granted as Written.

Local Demand 356

WHEREAS local demand 2019-130 should be amended.

BE IT THEREFORE RESOLVED that Departments 28 and 70 will be inserted to these jobs after “added.”

SETTLEMENT

The parties agree that very minor/incidental repairs, example, (finessing or tucking a molding) that can be done by a customer, can be done as needed by Department 28 & Department 70 employees without the use of tools, but these occasional repairs must have a clearly defined escalation process for times when more than a minimal amount occur so that these occasional situations can be fixed by the department where they originated from. It is clearly understood there will be no required repair work added to these jobs.

Local Demand 358

WHEREAS paragraph I. on page 35 should be amended.

BE IT THEREFORE RESOLVED that the following will be added as Preferred Jobs in Paint Shop:

Parts Chaser
Gun Technician
Relief Operations
Body Pull Off
Not OK Banks
Material Assist
Confirmation

SETTLEMENT

Refer to Demand Answer #1.

Local Demand 366

WHEREAS employees who sign up for overtime and do not report put undue strain on the rest of the employees.

BE IT THEREFORE RESOLVED that employees who sign up for/accept overtime offers and fail to work the aforementioned overtime will be charged two (2) times the amount offered on the Paragraph 71 chart (double charged).

SETTLEMENT

Employees who sign up for/accept overtime offers and fail to work the aforementioned overtime will be charged two (2) times the amount offered on the Paragraph 71 chart (Double Charged).

Local Demand 370

WHEREAS the Frame Yard should have A/Rs.

BE IT THEREFORE RESOLVED that the Manpower Committee will create a job posting for 50-08 A/R for the Frame Yard.

SETTLEMENT

The Manpower Committee will assign a dedicated AR in the Frame Yard, when required. This will not add to headcount.

Local Demand 379

WHEREAS maintaining and programming Seegrads, autonomous vehicles, devices, etc. should be performed by Skilled Trades employees.

BE IT THEREFORE RESOLVED that Skilled Trades will take care of all maintenance and programming of Seegrads and all autonomous vehicles, devices, etc.

SETTLEMENT

Management recognizes their contractual obligations under the UAW-GM National Agreement as it relates to the maintenance of mobile equipment as well as the various letters associated with the implementation of New Technologies into the manufacturing environment.

Local Demand 383

WHEREAS mosquitoes are both a nuisance and disease carriers.

BE IT THEREFORE RESOLVED that language will be added that pest control measures (i.e. spraying) for mosquitoes will happen on a monthly basis both inside and outside the plant; and

BE IT FURTHER RESOLVED that all pest control will be maintained on a monthly basis.

SETTLEMENT

The company commits to ensuring that common areas are clean and sanitary. As a means to ensure there is a process to address issues quickly, a QR code will be displayed in all bathrooms, showers and agreed upon common areas. This process will notify Housekeeping that there is an issue that requires immediate attention.

Local Demand 394

WHEREAS Electricians should be added to Paint ASRS.

BE IT THEREFORE RESOLVED that Electricians shall be added to Paint ASRS.

SETTLEMENT

After lengthy discussion between the parties the company acknowledges this demand and agrees that bargaining unit work will continue to be performed by members of the bargaining unit.

Local Demand 397

WHEREAS the “Reduction in Force Flow Chart” for Department 27, New Car Conditioning & Repair, on page 138 needs to be amended.

BE IT THEREFORE RESOLVED the “Reduction in Force Flow Chart” for Department 27, New Car Conditioning & Repair, on page 138 shall be amended to say “Team Leader (8001/8003) => Team Member (8000/8002) => Previous Department.”

SETTLEMENT

The “Reduction in Force Flow Chart” for Department 27, New Car Conditioning & Repair, on page 138 shall be amended to say “Team Leader (8001/8003) => Team Member (8000/8002) => Previous Department.”

Local Demand 398

WHEREAS the “Reduction in Force Flow Chart” for Department 28, Drivers, on page 140 needs to be amended.

BE IT THEREFORE RESOLVED the “Reduction in Force Flow Chart” for Department 28, Drivers, on page 140 shall be amended to say “Team Leader (8001/8003) => Team Member (8000/8002) => Previous Department.”

SETTLEMENT

The “Reduction in Force Flow Chart” for Department 28, Drivers, on page 140 shall be amended to say “Team Leader (8001/8003) => Team Member (8000/8002) => Previous Department.”

Local Demand 400

WHEREAS item 4 of the Department 28, Drivers, language on page 139 should be amended.

BE IT THEREFORE RESOLVED that item 4 of the Department 28, Drivers, shall read, “All teams in Department 28 will equalize by themselves by team with augmentation coming first from other teams within Department 28 by OT equalization then by augmentation from Department 70 team members.”

SETTLEMENT

Adding MOU Language to the agreement.

Local Demand 402

WHEREAS there is currently no log of grievance payments.

BE IT THEREFORE RESOLVED that Management will provide and maintain a grievance log book that gives the date, time, and disposition of when a grievance was submitted for payment; and

BE IT FURTHER RESOLVED that the above records of payment must be retained for three (3) years.

SETTLEMENT

Management will provide and maintain a grievance log book that gives dates, times and disposition of when a grievance was submitted for payment.

Local Demand 405

WHEREAS coveralls are not distributed properly.

BE IT THEREFORE RESOLVED that Body Shop and Stamping will be issued the same coveralls as Skilled Trades and GA will be issued coveralls upon request; and

BE IT FURTHER RESOLVED that General Motors – Arlington will launder coveralls.

SETTLEMENT

Management remains committed to providing proper PPE to our employees in our Stamping and Body Shop Operations, as such, the company is committed to purchasing 3 additional pairs of Coveralls for employees in that area.

Local Demand 406

WHEREAS there are not enough workout machines in the main gym.

BE IT THEREFORE RESOLVED that a leg press machine will be added in the main gym.

SETTLEMENT

A leg press machine will be added in the main gym within 6 months of ratification of the local agreement.

Local Demand 410

WHEREAS the escalation process for Trades needs to be defined.

BE IT THEREFORE RESOLVED that language be added to spell out the escalation process for Trades in all Departments on breakdowns with timespans.

SETTLEMENT

After lengthy discussions between the parties, the company agrees to develop a defined escalation process for skilled trades site-wide which will be reviewed jointly.

Local Demand 413

WHEREAS perfect attendance should be rewarded.

BE IT THEREFORE RESOLVED that there shall be some type of incentive and/or quarterly bonus for perfect attendance.

SETTLEMENT

Management is committed to recognizing perfect attendance. Joint parties will review and agree upon the method in which we celebrate these events during our Key 3 meetings.

Local Demand 414

WHEREAS it is not clearly communicated to employees what they are put on notice for.

BE IT THEREFORE RESOLVED that when Management puts an employee on notice they need to tell the employee what they are on notice for; and

BE IT FURTHER RESOLVED that Management will also tell the Committeeperson and employee before and during the 76A investigation what the employee is on notice for and/or what the possible charges are.

SETTLEMENT

In accordance with Section 76(a) of the National Agreement, that the company will review the charges, rather than the Shop Rule, at the beginning of the disciplinary interview. This will allow the employee to adequately respond to the allegations against them.

Local Demand 415

WHEREAS there should be an order for the end of the line teams in Stamping.

BE IT THEREFORE RESOLVED that a pecking order shall be added to define in what order employees go to the line to load on the end of the line teams in Stamping (Metal Finish, Quality Liaison, Press Rover, Team Leader, etc.).

SETTLEMENT

The local parties recognize that, business conditions and capabilities permitting, the following will be the preferred order of as applicable of supplementing jobs inside of stamping: 1. Temporary Employees, 2. All metal finish, 3. Extra die fly team, 4. Team Leader of that team, 5. Quality Liaison, 6. Press Rover, 7. Team Leader from other teams. The above will not constitute any liability on the part of Management.

Local Demand 422

WHEREAS not all restrooms have working fans or adequate ventilation.

BE IT THEREFORE RESOLVED that all restrooms throughout the plant will have working fans and adequate ventilation.

SETTLEMENT

The company commits to ensuring that common areas are clean and sanitary. As a means to ensure there is a process to address issues quickly, a QR code will be displayed in all bathrooms, showers and agreed upon common areas. This process will notify Housekeeping that there is an issue that requires immediate attention.

Local Demand 427

WHEREAS certain appointed positions should have their own call screen.

BE IT THEREFORE RESOLVED that EAP, Benefits, Safety, Civil Rights, and ERGO will have their own call screen.

SETTLEMENT

EAP, Civil Rights, Safety and ERGO will have their section added to the current call screen.

Local Demand 428

WHEREAS there is only one breastfeeding room.

BE IT THEREFORE RESOLVED that more breastfeeding rooms will be added throughout the plant.

SETTLEMENT

The number of Mother's Lactation rooms will be evaluated and additional locations added as appropriate.

Local Demand 429

WHEREAS The employee has IIIC (recall) rights back into the department/classification from one (1) year of the date reduced.

BE IT THEREFORE RESOLVED the employee will not ACCEPT a requested transfer into another department/classification within my one (1) year time frame. The employee may reject the IIIC (recall) rights back into the department/classification. However, if IIIC (recall) rights are rejected, the remainder of the one (1) year IIIC rights will be voided.

SETTLEMENT

The employee will not accept a requested transfer into another department/classification within one (1) year time frame. The employee may reject the IIIC (recall) rights back into the department/classification. However, if IIIC (recall) rights are rejected, the remainder of the one (1) year IIIC rights will be voided.



2019 LOCAL DEMANDS AND SETTLEMENTS

Local Demand 1

LOCKERS – Management will ensure that each locker per hourly Stamping Plant employee will be large enough for proper use. The Stamping Manpower Committee will work together to develop a plan to move lockers from other locations within the Stamping plant to the Team Rooms to meet the needs of Division I employees assigned to Stamping.

Local Demand 7

MATS – Management will set up a trial for press #1 end-of-line area to install removable pins that are intended to be stops for racks to help prevent damage to floor mats in Stamping.

Local Demand 9

LOCKER ROOMS – Management will refurbish the existing men's and women's locker rooms in the Body Shop. 8

Local Demand 10

TRANSFER AGREEMENT – Stamping Department 10 will be added to the Arlington Local Transfer Agreement. However, the parties clearly understand that openings are posted to a Press Line/Team and not a specific job.

Local Demand 11

PRESS LINE POSTING – The Arlington Local Transfer Agreement will be modified to include Department 10-Stamping.

Local Demand 12

RETURNING FROM LEAVE – This demand is resolved on the basis that the Arlington Local Transfer Agreement will be updated to include Department 10-Stamping.

Local Demand 13

JOB PLACEMENT – This demand is resolved on the basis that Division I employees that enter the Stamping Department under the provisions of Paragraph 63 of the National Agreement will be placed by the Manpower Committee.

Local Demand 14

JOB ELIMINATIONS – If a job is eliminated in Stamping, the lowest seniority GM employee Team Member on said Press Line will be reduced, seniority permitting, unless a higher seniority Team Member elects to leave said Press Line. The Team Member leaving the Press Line will displace the lowest seniority GM Team Member in the Department provided there are no other primary or secondary openings in the Department.

Local Demand 15

JOB POSTINGS – This demand is resolved on the basis that the Arlington Local Transfer Agreement will be amended to include Stamping, Department 10.

Local Demand 16

REDUCTION IN FORCE – This demand is resolved on the basis that in the event a reduction in force occurred in the Team Leader classification in the Stamping Department, the Team Leader would test his/her seniority in the Stamping Team Member classification prior to being reduced out of the Stamping Plant.

Local Demand 17

SKILLED TRADES TEAM ROOM – Management agrees to expand the current Stamping Skilled team room providing additional seating to accommodate all team members.

Local Demand 23

FANS – Under current operating conditions, there are a sufficient number of fans located in Stamping. In the event future needs arise in this area, it can be brought to the Shift Leader for resolution.

Local Demand 29

FORCING OVERTIME – This settlement is resolved under current operating conditions in stamping, we will ask for volunteers before forcing employees when not running three weekend shifts.

Local Demand 32

MATTING – Management agrees to review the current mats at the end of the Stamping press lines with the current employees for potential replacement or substitution. Any issues will be resolved between the parties.

Local Demand 35

DIE FLYING MANPOWER – General Motors Arlington recognizes its obligation to provide a safe and healthful working environment for employees during working hours. In order to implement and coordinate these principles, a National Joint Health and Safety Committee (NJC) has been formed, trained, and empowered to function dealing with a broad range of subject matter. In conjunction with these duties and responsibilities, the subject of this demand will be referred to the NJC for review and resolution. This demand is resolved on the basis that the local parties will implement the resolution reached by the NJC.

Local Demand 40

STAMPING LANGUAGE – This demand is resolved on the basis that Management and the Union have agreed that the provisions of the Local Seniority Agreement, Local Wage Agreement, Local Transfer Agreement, & Shift Preference Agreement are applicable to employees assigned to the Stamping Plant Division 1. In addition, agreements that are specific to Stamping, will be included in the departmental language for the 2019 Local Agreement.

Local Demand 45

BODY SHOP FITNESS CENTER – Management will partner with Workfit to create a Health Awareness area for the Body Shop. This area will include one (1) treadmill and one (1) elliptical machine to be monitored for participation.

Local Demand 49

TRAINING FOR METAL FINISH – This demand is resolved on the basis that both Management and the Union recognize the need to have qualified candidates when openings occur in the Metal Finish area. In this regard, the parties will develop a sub pool of candidates, who will be next in line for Metal Finish openings. These openings for the next in line training will be posted. Under current operating conditions, the next in line employee will be placed as an AR in Group 1113. Once selected, the next in line candidate will be committed to a ninety (90) day training period. During the ninety-day training period, the first priority of this AR will be to Metal Finish training, as long as manpower permits.

In addition, it is understood that employee may be utilized as an AR when required. If an opening occurs in Metal Finish during the ninety (90) training period, the candidate will be required to take the opening and be required to stay in Metal Finish for six (6) months from the date of the opening. If an opening does not occur within the ninety (90) day training period, the employee may post for another operation or remain next in line for a Metal Finish opening. Following the expiration of the ninety (90) day training period, as long as the candidate remains in the next in line position, they will

be required to take any permanent opening that occurs in the Metal Finish group. Once the next in line candidate moves into a Metal Finish opening, they will be required to stay for six (6) months.

Local Demand 54

ICE MACHINES – Management will purchase (6) additional ice machines for installation at mutually agreed locations throughout the GM facility. Ice machines will be properly sanitized and signed off on a monthly basis, and if any ice machine is beyond repair management will replace the ice machine in a timely manner. All future needs for additional ice machines will be reviewed jointly.

Local Demand 57

METAL FINISH FLOW – This demand is resolved on the basis that the Metal Finish Flow Chart utilized for a reduction in force in Metal Finish will be modified in the 2019 Local Agreement based on the settlement reached between the parties.

Local Demand 63

WEST LOADER RELIEF – This demand is resolved on the basis that under current operating conditions, Management will add a fourth operator to the west loader when the temperature at the west loader is 90 degrees or above.

Local Demand 66

ABSORBENT PAPER IN PAINT SEALER AREA – Management will replace the white paper that is put down in sealer area in paint bi-weekly. In the event the paper needs to be replaced sooner than bi-weekly the concern will be brought up to the shift leader for resolution.

Local Demand 67

JOB RESPONSIBILITIES GUN TECHS/SKILLED TRADES – This demand is satisfactorily settled on the basis that the parties will review the work assignments involving gun technicians and Skilled Trades in the Paint Department. This review will be completed within 90 days of ratification of the 2019 Local Agreement.

Local Demand 68

JOB POSTING LANGUAGE FOR DEPARTMENT 15 – This demand is resolved on the basis that Management and the Union will review the individual department agreements, and those that are agreed upon which are not common to all departments will be included in the departmental language for the 2019 Local Agreement.

Local Demand 86

LIGHTING STANDARDS – Management will maintain the lighting (Lumens) levels stated in the T&E standard, if the standard cannot be met the lighting will be corrected.

Local Demand 88

WORKING ON INCLINES AND DECLINES – IEs will not setup any job that requires an operator's work envelope to include a ramp or conveyor incline or decline.

Local Demand 95

PAINT LOCKERS-SPOT REPAIR – This demand is resolved on the basis that there are currently four lockers on the south lane and 2 lockers on the north lane. These lockers will be reallocated to ensure that locker space is available for all three shifts to store their paint guns.

Local Demand 98

PAINT GUN CLEANERS – This demand is resolved on the basis that Management will repair and/or replace the two paint gun cleaners referenced in this demand.

Local Demand 101

MAINTAINING 71 CHARTS – This demand is resolved on the basis that Management assured the Union the Paragraph 71 charts would be properly maintained. Issues that arise in this area can be brought to the Shift Leader for resolution.

Local Demand 104

AUGMENTING OVERTIME PAINT FINAL PROCESS – This demand is resolved on the basis that if it is necessary to augment Paint Final Process with additional resources for overtime, Management will utilize qualified employees from Department 1509 on that shift.

Local Demand 111

ONLINE SORTS & REPAIRS – Due to launch activities thru the 2020 calendar year online sorts or repairs may be required from time to time with the understanding that this will only be done until a breakpoint is reached and the sort or repair can be moved offline. After 2020 if online repairs are needed, the vendor if mutually agreed, will do the repairs until a seniority employee can be identified and trained by the supplier to perform the work. The department shift leader will work with the District Committeeperson to help identify resources. Any issues with this process INCLUDING WHETHER OR NOT VENDOR SHOULD DO REPAIRS will be escalated to the Shop Committee and the Assistant Plant Director TO RESOLVE. The Quality Operations Manager will notify the Shop Chairperson and District Committeeperson when a supplier will have representatives in the plant sorting or repairing parts.

Local Demand 114

JOB FANS – It is Management's intent that the installation and maintenance of job fans will belong to GM Division II bargaining unit employees. The parties understand that backlogged work will be reviewed at an Advanced Planning Meeting for consideration of 3rd party to perform the work.

Local Demand 116

RESTROOMS – Management will re-open the restrooms in Chassis at H-22 for female use and at L-25 for male use.

Local Demand 123

MATS IN FLUID FILL – This demand is resolved on the basis that management assured the union that the floor mats in Chassis Fluid Fill area would be properly maintained. Issues that arise in this area can be brought to the shift leader for resolution.

Local Demand 124

DVT VENTILATION – Management assured the Union that under current operating conditions, the existing ventilation system referenced in this demand would be properly maintained.

Local Demand 125

MULTIPLE ELEMENT CHANGE ON JOB – The language on jobs postings will be amended to allow a GM employee who posts for a job on which multiple elements change within the first six (6) months of the posting, to post for another job without remaining on the posted job for six (6) months.

Local Demand 126

JOB SCOPING – This demand is resolved on the basis that the issue contained in this demand is addressed in the Department 27 language in the 2011 Local Agreement which will be reprinted in the 2019 Local Agreement.

Local Demand 127

REPAIR TRAINING – This demand is resolved on the basis that Management has and will continue to provide training to employees assigned to Department 27-Repair to ensure that their skill set is compliant. Issues that arise regarding training needs can be brought to the Shift Leader for resolution.

Local Demand 128

TEAM MEMBER A/R – Under current operating conditions and at the conclusion of the 2019 local negotiations, Management will add one (1) Team Member A/R per shift to Department 27 Repair to aide in facilitating the vacation needs as well as performing their normal AR functions.

Local Demand 130

REPAIRS – The parties agree that very minor/incidental repairs, example, (finessing or tucking a molding) that can be done by a customer, can be done as needed by Department 28 and Department 70 employees without the use of tools, but these occasional repairs must have a clearly defined escalation process for times when more than a minimal amount occur so that these occasional situations can be fixed by the department where they originated from. It is clearly understood there will be no required repair work added to these jobs.

Local Demand 139

PARTS COUNTER JOB – Management agrees to add the material parts counter back.

Local Demand 140

CLOTHING FOR INCLEMENT WEATHER – Management agree s to keep Heavy duty hooded jackets for loan from the Material Department. These Jackets will be provided to the Material dock workers who unload trucks during the winter months. All jackets will be requested through the Group Leader in order to keep track of Jackets that are loaned out.

Local Demand 144

CLOTHING (Insulated) – This demand is resolved on the basis that Management recognizes its obligation to provide employees with proper protective equipment, which in extreme situations would require insulated clothing. Therefore, Management agrees to maintain a supply of insulated coats and coveralls in various sizes in agreed upon locations for employees to use when they would be required to work exposed to cold situations or work in the elements of inclement weather. Furthermore, Management agrees to clean this protective clothing after it has been issued to an employee and prior to the clothing being issued to a second employee for their use. Any problems with the implementation of this demand should be brought to the attention of the District Committeeperson and the respective Area Director.

Local Demand 149

EQUIPMENT MAINTENANCE – This demand is resolved on the basis that Management assured the Union that the hitch pins on dollies, tongues on dollies, and the wheels on dollies would be properly maintained. Issues that arise in this area can be brought to the Material Shift Leader for resolution.

Local Demand 150

EQUIPMENT CLEANING – Management agrees that supplies will be provided to clean mobile equipment in Material and during the PM process, equipment will be power washed. Under current operating conditions, an employee can request that their assigned piece of mobile equipment be power washed. If a vehicle comes back with items on the vehicle check sheet that has not been corrected, these issues need to be brought to the department head for resolution.

Local Demand 153

SKILLED TRADES KEY PERSON CHANGE – The parties agree to the following: Edit language on page 49 bullet 4.b. ...Management will schedule an additional person "from the A Chart"...

Add 4c. "When it is necessary to schedule an additional "key person" in the same area, Management will schedule an additional tradesperson from the B Chart."

Local Demand 155

DECLINING WORK FOR A HOLIDAY LANGUAGE – Management will excuse Division II employees from working a holiday weekend Saturday and Sunday when the employee declines holiday work that joins a weekend (Friday and/or Monday), unless Production is scheduled.

Local Demand 156

RELAMPING – Any "major" re-lamping project related to Production needs will be evaluated on a case by case basis at the Advanced Planning meeting.

Local Demand 160

POSTING WEEKEND WORK – Under current operating conditions, Management agrees to post the list of GM Division II employees who are scheduled for weekend work in the Team Rooms by Wednesday of the current week. This will be re-evaluated for future electronic applications (such as HCC).

Local Demand 162

FORCING EASTER SUNDAY – Management agrees not to force GM Division II employees to work on Easter Sunday (does not include 7-day Operators or employees on AWS, if applicable)

Local Demand 164

VACATION CALENDAR AVAILABLE – This demand is resolved on the basis that the Skilled Trades vacation calendar is posted on the 'S' Drive. All Committeepersons have access to this information and can share it with their constituents on an as needed basis. This will be re-evaluated for future electronic applications (such as HCC).

Local Demand 165

TOOLS, EQUIPMENT AND TRAINING – Management recognizes its responsibility to provide the tools, equipment and training required by employees in Skilled Trades to perform their assigned tasks. In this regard, Management assured the Union that adequate tools, equipment, and training will be provided as soon as possible to employees to complete their job assignment.

Local Demand 166

EQUALIZING OVERTIME – Management's intent is to equalize OT fairly between the shifts as far as practicable. Disagreements with GM Division II OT offers for weekend/holiday work will be escalated to the Key 4 for resolution.

Local Demand 169

POWERHOUSE CHAIRS – Management will replace the current chairs in the Powerhouse Control Room.

Local Demand 177

ACCESS TO EQUIPMENT – Management assured the UAW that the facilities shop has open access and is available for GM Division II to use when needed.

Local Demand 185

MAINTAINING POSTING HISTORY – This demand is resolved on the basis that GM Division II posting information will be retained for twelve (12) months.

Local Demand 186

CLARIFYING LANGUAGE P.47 B1 CHART A FOR TRADES – This demand is resolved on the basis that the language regarding Chart A will read as follows: Team Overtime - Reflects the overtime hours charged by shift, by trade, by area. Daily overtime to perform work that is normally assigned to a team member will be offered to a respective team member of that classification under the provisions of Paragraph 71 of the National Agreement.

Local Demand 187

SKILLED TRADES CLASSIFICATIONS TO WAGE AGREEMENT – This demand is resolved on the basis that Management will add the Machine Repair classification and the Die Maker classification to the Local Wage Agreement.

Local Demand 197

ESTABLISHING A SPREAD OF HOURS FOR DIVISION II CHART A –At the conclusion of Local Negotiations, A Chart hours will be reset as resolved by the parties. Division II Team Leaders will review OT Equalization Charts weekly with Management to resolve incorrect charging issues. If the spread of hours is greater than 100 hours and the issue cannot be resolved by the UAW Committeeperson and the Management designee then the issue will be escalated to the Key 4.

Local Demand 202

ROUNDING NUMBERS FOR VACATION PERCENTAGE – This demand is resolved on the basis that the standard method of rounding will be utilized. Values below .5 will be rounded down. Values of .5 and above will be rounded up.

Local Demand 207

NO RESTRICTION ON WHEN TO USE FULL UTILIZATION HOURS – Management will continue to follow National Agreement Paragraph 183 and local Division II Full Utilization language. Under normal operating conditions, Management agrees that early augmentation OT offers will be a separate offer from Full Utilization hours, so as long as the augmented hours are related to scheduled production day.

Local Demand 209

CONTRACTORS AND MANAGEMENT WORKING – Management will continue to follow National Agreement Paragraph 183 and Paragraph 215 of the National Agreement and local Division II Full Utilization language as applicable.

Local Demand 212

TOOLBOX AND STORAGE CABINET – This demand is resolved on the basis that Management recognizes its responsibility to provide the tools required for Division II employees to perform their assigned tasks. In this regard, each skilled trade employee has a toolbox and a storage cabinet. Management assured the Union that storage cabinets would be maintained in good working order. Problems that arise regarding this issue should be brought to the proper Technical Shift Leader for resolution.

Local Demand 213

DEFINING EMERGENCY – Management will continue to follow current National Agreement language pertaining to Section 12 of the Overtime MOU or any overriding MOU language as it pertains to Overtime.

Local Demand 215

ELECTRICAL FREE TO MOVE – Management agrees that Electrical Division II primary openings in the Stamping facility will be filled per Paragraph 63 of the National Agreement. Management also agrees that the Stamping building will be included in the Electrical Division II shift preference process.

Local Demand 216

MEETINGS – Management will make every attempt to relieve Division II employees to attend required safety training, as scheduled. Safety training deficiencies will be reviewed upon request at the weekly Skilled Trades Tech meeting. Any job assignment safety concerns due to training deficiencies will be escalated to the Tech Leader and the Joint Safety team.

Local Demand 221

WARRANTY WORK – This demand is resolved on the basis that Management assured the Union that warranties on equipment would be handled in accordance with the provisions of Document 100 of the GM-UAW National Agreement.

Local Demand 223

PUMP REPAIR – This demand is resolved on the basis that following the conclusion of Local Negotiations, the parties will jointly develop a business case to determine the feasibility of returning pump repair work back to the bargaining unit.

Local Demand 225

APPRENTICE TESTING/AGREEMENTS – The parties have had lengthy discussions regarding the Local Union's desire to indenture apprentices during the life of the 2019 Local Agreement. Following the conclusion of Local Negotiations, the parties will petition the National Parties to review demographic data for GM Arlington 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 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 Document Number 63 and the Employee Placement Process.

Local Demand 226

CONSIDERATION FOR CAC, MAINT.SUPPORT/ CORE TEAM, OR ANY GROUP MADE TO REPLACE CACS – The scope of selection for Maintenance Support personnel, which may occur in the future, will be made available to employees working in the following trades:

Electrician
Pipefitter
Millwright
Toolmaker
Die Maker
Machine Repair
Stationary Engineer

Local Demand 228

COMPENSATION FOR COURSES – For individuals deemed necessary by Management, Management agrees to compensate that employee for lost time from work while taking GM mandated license courses in Skilled Trades.

Local Demand 231

FORCING ON HOLIDAY WEEKENDS – This demand is resolved on the basis that Management will make every effort to eliminate forcing skilled trades employees to work on Holiday weekends (including use of overs-unders and qualified volunteers from other shifts). In an effort to eliminate the Holiday weekend forcing, employees will be required to notify Management sixteen (16) days in advance of a Holiday weekend of their desire to accept or decline available work.

Local Demand 235

ENCLOSING TEAM ROOMS – Settlement of this demand for the Skilled Trades team rooms in GA & Stamping will be enclosed using the decommissioned team room enclosures from K2 Body Shop.

Local Demand 243

ADVANCED CREAFORM CONSTRUCTION RETURNED TO DIVISION II – The parties recognize that the design/fabrication and/or assembly of material presentation/storage racks (Creaform), including the use of all required tools, may be assigned to any employee from Division I or Division II who are capable of performing the task. It is understood that the skills of Division II may be necessary for advanced constructions, such as where Creaform assembly will be hung on an overhead bridge or contact the vehicle with a pneumatic device.

Local Demand 252

DIE WORK (DIV. II) – It is the intention of GM Management to perform all minor EWO work on our dies in house. When situations arise that require dies to be sent out for such work these circumstances will be reviewed with the Local UAW.

Local Demand 254

FACILITIES WORK (POWERHOUSE) – All facilities work associated with the Powerhouse will remain exited and performed by 3rd party services. In addition, under current operating conditions, Management agrees to retain activities associated with the Powerhouse operation within the bargaining unit as performed by Stationary Engineers for the life of the 2019 agreement. This agreement does not preclude Management from exercising its rights under paragraph 183 of the GM-UAW National Agreement. When contemplating projects to be contracted out in the Powerhouse (outside regular facility work) the current advanced planning process will be used. Work will be jointly reviewed, and the Union will be given the opportunity to provide an estimate and timing to complete this work. If the proposal is competitive and meets timing, this work will be given to our people.

Local Demand 263

MAINTENANCE OF FLUID FILL VENTILATION – Management agrees to maintain the existing ventilation at Fluid Fill. Problems that arise will be addressed by Management.

Local Demand 267

DESIGNATED SHIPPING CONTAINERS/CARDBOARD –This demand is resolved on the basis that the parties have had lengthy discussions on the topic contained in this demand. Management assured the Union of it desire to receive material from suppliers in the designated shipping container. However, in the event significant quantities of material are received in cardboard containers, rather than the designated shipping container, Management will have IE review the job to insure the TAKT time takes this into consideration.

Local Demand 269

HEALTH AND SAFETY REPRESENTATIVES ACCESS TO COLOR PRINTER – Settled on the basis that area will use GMNA Badge Print.

Local Demand 272

MATERIAL DOLLY PM'S AND HITCH SPRINGS – Management will continue the annual dolly PM Program and will include the replacement of hitch springs during this process.

Local Demand 276

FIRST AID/CPR TRAINING – Management will offer voluntary First Aid and CPR training to all GM Skilled Trades.

Local Demand 277

SAFETY TRAINERS – This demand is resolved on the basis that under current operating conditions, Management will add one Health & Safety Trainer. The parties clearly understand that the number of safety trainers will continue to be determined by the safety training needs of the organization. In addition, this additional local appointee will be jointly selected by the parties. Finally, candidates will go through a rigorous assessment process to insure the selection of the most qualified Health & Safety Trainer.

Local Demand 282

COVERED MOTORCYCLE PARKING – Management will provide two (2) net cover awnings for motorcycles in agreed upon locations.

Local Demand 288

UTILIZATION OF OVER/UNDERS – Under current operating conditions, Management is utilizing Flex employees, as agreed to by the National Parties, in an effort to alleviate unwanted weekend overtime. In addition, Management has and will continue to utilize overs and unders, where practicable, to accommodate additional employees requesting time off on production Saturdays. The parties clearly understand that in the event an over/under is utilized to accommodate an employee request for time off on Saturday, the employees must be capable of performing the job.

Local Demand 291

CALCULATING VACATION PERCENTAGES – This demand is resolved on the basis that when determine vacation allowances, the standard method of rounding will be utilized, i.e., values below .5 will be rounded down and values of .5 and above will be rounded up.

Local Demand 296

FITNESS CENTER – Management will remodel the current fitness center, provide updated equipment, and partner with Workfit to provide a Health Awareness center to be completed by year-end 2020.

Local Demand 303

SATURDAY SCHEDULE CHANGES – After lengthy discussions the parties agree that when the Saturday schedule changes that management will work with the Union to help ensure employees with the need for time off and utilize the overs/unders when available.

Local Demand 305

VENDING AND OTHER FOOD OPTIONS – Management will continue to jointly pursue innovative ways to offer food choices, i.e. food trucks, Grab and Go, outside vendors for all production shifts. (See also LD-606 for joint cafeteria committee)

Local Demand 307

DEPARTMENTAL MOVEMENT – Any time a mass hiring or mass transfer of employees to GM Arlington is scheduled, Management will follow the 63(b) process to fill primary openings prior to new employees arriving to the Arlington Plant.

Local Demand 310

VACATION APPLICATIONS – Management assured the Union that it would process and return vacation applications, by the end of the next working day after the submission of the application, in accordance with the GM-Arlington Vacation Policy. Problems that arise in this area can be brought to the Shift Leader for correction. (It is the intent that Arlington use the HCC vacation process while still ensuring the employee gets an answer by the end of the next working day after submission of the application.)

Local Demand 312

BICYCLE PROVISION – Following the conclusion of 2019 Local Negotiations, the local joint parties will review the current allocation of bicycles throughout the GM Arlington facility to determine where a need exists for the use of a bicycle in the performance of an employees assigned tasks. In conjunction with this joint leadership assessment, Management will replace, or purchase bicycles as needed. Bicycles that need to be repaired, will be repaired in a safe and usable capacity to ensure they are available when needed.

Local Demand 315

CLOTHING –Management agrees to provide two (2) pairs of coveralls to Division I – Production Seniority Stamping and Body Shop employees during the life of the 2019 agreement. These coveralls will be laundered by such employees with no service being provided by management.

Local Demand 316

MEDICAL ATTENTION VERIFICATION – The parties have had lengthy discussions regarding the issue cited in this demand. In settlement of this issue, the parties have agreed that employees will be required to seek medical attention from their Primary Care Physician, Nurse Practitioners, and Physicians Assistants, or a Hospital Emergency Room within twenty-four (24) hours and submit verification of the visit by providing a note signed by their Primary Care Physician, Nurse Practitioners, and Physicians Assistants, or a Hospital Emergency Room. Issues that arise in the administration of this procedure will be resolved by the Labor Relations Supervisor and the Zone Committeeperson.

Local Demand 318

TRAINING FOR PAR.71 – Following the conclusion of Local Negotiations, the parties will work together to develop training for Union Representatives and Management Representatives to insure a consistent application of the Rules for the Administration of Paragraph 71. Issues that arise will be referred to the respective Area Director for correction and resolution.

Local Demand 319

AFFIRMATION OF PREFERRED JOB REQUIREMENTS –

Management recognizes the Unions concern regarding rotation when you have teams that have both preferred and non-preferred operations in the same team in the Trim Department. In this regard, prior to creating a team which contains both preferred and non-preferred operations, the Manpower Committee for Trim will review other alternatives in an effort to avoid this situation, recognizing that it may not be possible to avoid based on the number of preferred operations or the geographic locations of the preferred operations in the Trim Department.

Local Demand 323

MICROWAVES – Management will purchase sixteen (16) microwaves for placement in Teams Rooms in accordance with the established standards from the GMS Steering Committee. All future needs for additional microwaves will be reviewed jointly.

Local Demand 324

TEMPERATURE CONSIDERATIONS – Management will agree to maintain the Corporate temperature set points in a specific zone when ten (10) or more people are assigned to work in that specific zone. (See also 2007 LD-173 Temp Requirements).

Local Demand 328

(SQAC) SUPPLIER QUALITY ASSURANCE COORDINATORS –

The Company and the Union are committed to creating and preserving jobs for both current and future General Motors employees. The Parties also recognize that such job creation and preservation can only be realized within a work environment which promotes operational effectiveness, continuous improvement, and competitiveness. In this regard, the Local Parties will develop a business case for the SQAC work referenced in this demand. In developing the business case for this work, the parties understand that candidates for these positions must go through a joint rigorous selection process, must be willing to work across departmental boundaries, and

possess the flexibility to work any shift. Once the business case has been developed, it will be sent to the National Sourcing Committee for review and final determination of the feasibility of in-sourcing the SQAC work.

Local Demand 332

REFRIGERATORS – Management and the UAW will jointly develop a standard group center layout and determine the number of refrigerators each group room requires.

Local Demand 334

TRIALS PROCESS – This demand is resolved on the basis that Management & Union recognize that process improvements are an ongoing part of any successful manufacturing organization. In this regard, the parties will establish a defined process which will be utilized on all three shifts, which recognizes that proposed changes should be handled through scheduled trials that must be communicated to all impacted employees, as well as the Union Representatives for the affected areas. This process developed by the parties should ensure all stakeholders are notified when trials are run. When changes are made to the process as a result of a successful trial, a Change Review (CR) will be completed and reviewed with all affected employees. Problems that arise through this process should be brought to the Shift Leader for resolution.

Local Demand 340

BADGE READER – Management will install an Oasis Badge Reader in a mutually agreed upon location near the South turnstile entrance.

Local Demand 341

JOINT LEARNING CENTER – Local Parties will work with representatives of the National Joint Skill Development and Training Committee to establish a computer lab/joint learning center at GM Arlington.

Local Demand 352

HEALTH & SAFETY TRAINERS ACCESS TO COLOR PRINTER –

Health and Safety trainers currently have a printer available for their use. In the event a business need arises for the use of a color printer and/or copier, they are currently available on the existing list of network printers. Problems that arise in this area can be brought to Labor Relations for resolution.

Local Demand 359

FANS FOR MATERIAL EQUIPMENT – Management agrees that new fork trucks will have fans, with the understanding that trucks needing replacement will be replaced with trucks with fans as practicable. If the entire fleet is not replaced by the 3rd quarter of 2020, the parties will discuss a process to obtain fans for trucks that do not have fans installed.

Local Demand 360

HEATING AND COOLING SYSTEMS – Management will establish a joint review process to proactively review and fix any problems prior to any seasonal transition. This will minimize and eliminate any potential problems with the heating, cooling system, dock doors, air curtains, or any other issues that affect the inside temperatures.

Local Demand 367

LUNCH MOVEMENT WITHOUT JUSTIFICATION – The parties have held lengthy discussions regarding the movement of assigned lunch periods. Management recognizes the impact that moving lunch has on employees' personal time. Management assured the Union it will only move lunch when major disruptions have occurred which could result in significant loss of units from our production schedule. The parties will monitor the data around the movement of lunches in an effort to identify root causes and prevent future re-occurrences.

Local Demand 368

INDEX FOR 2019 LOCAL AGREEMENT – This demand is resolved on the basis that the local parties will jointly develop an index that will be included in the printing of the 2019 Local Agreement.

Local Demand 375

COMMUNICATION EQUIPMENT RECEPTION – Management will work with the local IT group, in order to address areas in the facility where Motorola radios have poor reception.

Local Demand 376

COMMUNICATION DEVICE – This demand is resolved on the basis that under current operating conditions, the Motorola radios offer the best technology available for communication in the plant environment.

Local Demand 379

MANPOWER REPORT – Management agrees to send the Shop Committee a weekly absentee report with the breakdown of absence for Vacation, Work Comp, Call-in's (V/R), etc.

Local Demand 382

SPLITTING OVERTIME OFFERS EQUALLY – This demand is resolved on the basis that in the event overtime is going to be utilized to cover contractual absences known in advance, Management will endeavor to use overs/unders, when it is practicable and can be done without impacting the overtime work or the efficiency of operations, rather than scheduling one employee to work a double shift. Problems that arise in this area can be brought to the Shift Leader for resolution.

Local Demand 385

SHIFT PREFERENCE FOLLOWING A NEW MODEL – This demand is resolved on the basis that the Shift Preference Agreement “Item 1” will be modified to read as follows: “1. Employees having seniority who are desirous of changing shifts may make application in writing to the Labor Relations Department for a transfer to their shift of preference, except for a thirty (30) day period immediately following the start of a new model run. Such employees shall be entitled to a shift transfer in accordance with the following provisions:”

Local Demand 388

CHANGING JOBS WITH TEMPORARY JES PROCESS – This demand is resolved on the basis that Temporary JES's are part of the GMS Process. Except in emergency instances where quality will be impacted and no other options are available, if a temporary JES is being added to a job Industrial Engineering will be notified to verify that time is available for the change to be added. In the event a temporary JES has been issued or put in place, Management assured the Union this change would be reviewed with the Team Leader and Team Member. In addition, Management assured the Union that prior to the assessment of any discipline in conjunction with the work elements associated with the temporary JES, a full investigation of all of the facts would be completed.

Local Demand 390

SCHEDULING OF 76A INTERVIEWS AND COMMITTEEPERSON CALLS – This demand is resolved on the basis that the issue cited in this demand has already been addressed in the provisions of Paragraph 76 (a) of the GM-UAW National Agreement. Management assured the Union these provisions would be followed as it relates to potential disciplinary actions with employees. Under current operating conditions, Management will place calls on the UAW Call screen or (HCC process) to alert Committee persons of a potential disciplinary situation. In addition, Management & Union will work together to schedule interviews as expeditiously as possible.

Local Demand 391

CONTACT DATABASE AND NO NOTIFICATION – This demand is resolved on the basis that Management assured the Union that employees will be notified when entries are made in the employee database regarding job performance issues. The length of time and the nature of performance issues will be taken in account before any disciplinary action is taken.

Local Demand 392

ACCURATE AND UP TO DATE MANPOWER INFORMATION – This demand is resolved on the basis that Management assured the Union that it would maintain and provide the required employee listings as defined in the Local ADAPT procedure. (See also ADAPT requirements to provide accurate Manpower data.)

Local Demand 400

BIRD-DOGGING – This demand is resolved on the basis that Management assured the Union of its intent to treat all employees with respect and dignity. Specific problems that arise in this area can be brought to the respective Shift Leader or the Personnel Department for resolution.

Local Demand 401

TEAM LEADERS NOT REQUIRED TO DO MULTIPLE JOBS AT ONCE – This demand is resolved on the basis that Team Leaders are an integral part of the process and utilizing the radio as a communication tool is critical. On the days a Team Leader is assigned the production line to replace a team member that is absent an entire day the Team Leader would not be required to wear the radio but should have it available at the work station to communicate critical production information if the line is down.

Local Demand 402

TEAM LEADERS COVERING MULTIPLE TEAMS – This demand is resolved on the basis that the principles of GMS support Team Leaders as a resource for Team Members. Management has and will continue to support the full implementation of the GMS Principles. However, the parties clearly understand there may be occasions due to absenteeism, weather, or other unplanned circumstances where the number of available Team Leaders may be reduced. Management will make every effort to not have a Team Leader responsible for more than two teams.

Local Demand 403

WAIT TIME AFTER REFUSAL OF SHIFT PREFERENCE – Change in (2011 LA) page 39, Section 1, paragraph C modified to read “The refusal of a shift preference will require the employee to wait thirty (30) days to resubmit an application to the Plant Personnel Department for a shift preference move.”

Local Demand 406

REAFFIRMING COMPLIANCE WITH DOC.126 OF THE NA FOR “SPECIAL CHECKS” – This demand is resolved on the basis that the issue cited in this demand is addressed in Document 126 of the GM-UAW National Agreement. Management assured the Union that it would continue to abide by these provisions. Problems that arise in this area can be brought to Shift Leader for resolution.

Local Demand 407

BADGES ON ALL 3 SHIFTS – This demand is resolved on the basis that under current operating conditions, the Plant Security Sergeant on each shift has been trained and is available to make badges for employees.

Local Demand 408

ADP TERMINALS – Management will make available a computer with a printer for employees to access ADP pay in all departments.

Local Demand 413

COMMITTEE CALL CONFIRMATION PROCESS –This demand is resolved by having Management agree to utilize the HCC process to input committee calls and have the system set up to have a return text message sent to the employee for verification.

Local Demand 414

TEAM LEADER PREMIUM PAY – This demand is resolved on the basis that when the local parties agree, they will request the national parties to perform an audit, utilizing the Team Leader Premium Checklist which has been provided to the Local Union. It is the responsibility of the Corporation/ International Union to verify that the Team Leaders are functioning per the established criteria and determine the appropriate wage rate for our Team Leaders. The local parties will be guided by their recommendations.

Local Demand 417

LIGHTED AND MANNED SECURITY GUARD SHACKS IN ALL PARKING AREAS – Management assured the Union that it is committed to jointly work on the issues in this demand.

Local Demand 420

SHOWERS CLEANED ON A REGULAR BASIS – Management assured the Union that the showers will be maintained in a clean and sanitary condition. Problems that arise can be brought to the Facilities Manager for resolution.

Local Demand 421

BICYCLE REPAIRS – Bicycles that are in need of repair will be brought to Truck Repair to have the issue resolved.

Local Demand 432

VACATION REQUEST APPLICATIONS – This demand is resolved on the basis that Management will modify the vacation application form to include the date and time that it was received by the Group Leader.

Local Demand 443

SIDEWALKS AND ENTRANCES – Management assured the Union that the sidewalks will be maintained during inclement weather.

Local Demand 445

INCLINES OR DECLINES – IE will not develop any job that requires an operator's work envelope to include a ramp or conveyor incline or decline.

Local Demand 448

SICK LEAVE /FMLA ISSUES BEFORE DISCIPLINE PROCESS – This demand is resolved on the basis that the parties recognize that it is an employee's responsibility to provide the documentation required to support their disability or FMLA claim. Management has and will continue to allow employees a reasonable amount of time to clear up issues regarding their disability or FMLA claims prior to the assessment of discipline under the provisions of Document 8 of the GM-UAW National Agreement. Management has and will continue to provide information to the employee and the respective Union Representative on the date(s) that the employee is lacking certification.

Local Demand 449

PLANT MEDICAL NOT ALLOWED TO VIOLATE TEXAS WORK COMP LAWS WHEN CHANGING RESTRICTIONS THAT HAVE BEEN GIVEN BY TREATING PHYSICIANS – This demand is resolved on the basis that Management has and will remain compliant with the Texas Workers Compensation laws. The administration of the Workers Compensation laws is not subject to local bargaining. Furthermore, if

disagreements remain regarding the decisions of the Plant Medical Director, they can be addressed in accordance with Paragraph 43 (b) of the GM-UAW National Agreement.

Local Demand 454

MANAGEMENT INTERRUPTING EMPLOYEES WHILE

WORKING – This demand is resolved on the basis that if an extended job performance discussion is held between a Group Leader and an employee, it will be held away from the employees workstation.

Local Demand 455

HOT WATER IN ALL RESTROOMS – Management assured the Union that hot water will be available in all restrooms. Problems that arise in this area can be brought to Management for correction.

Local Demand 458

OVERTIME OFFER RESPONSIBILITIES – This demand is resolved on the basis that Management acknowledged that it is a Management responsibility to make overtime offers of work when overtime was available.

Local Demand 461

SAFETY ISSUE RESPONSES NOT ADDRESSED – This demand is resolved on the basis that the issue contained herein has already been addressed by the National Parties, through the 'Employee Safety Concerns Process', which is one of the five core elements of Safety. As part of this process, employees can raise safety concerns. Items that are not addressed within fifteen (15) days are escalated and tracked on a database. In addition, these issues are reviewed monthly at the Plant Safety Review Board until the item has been closed out.

Local Demand 462

MANAGEMENT PROVIDING INFORMATION TO HELP CORRECT ISSUES WITH SICK LEAVE/ WORK COMP AND SEDGWICK

– This demand is resolved on the basis that currently UAW Benefit Representatives are available on all three shifts to assist employees with benefits issues, including appeals associated with the denial of a claim as defined in the Supplemental Agreements between General Motors and the UAW.

Local Demand 463

MANAGEMENT NOT ALLOWING RESTRICTED PEOPLE TO WORK

– This demand is resolved on the basis that the placement of employees with restrictions is done jointly through the ADAPT Process. In the event an employee cannot be placed with their restrictions, the employee is provided a copy of the form indicating that the joint ADAPT team was unable to place them based on their restrictions and seniority. When this occurs, the employee must follow up with their physician & Sedgwick to reopen their disability claim. Problems that arise in this area can be brought to Labor Relations for resolution.

Local Demand 465

WATER LEAKS, WATER TENTS AND SAFETY – This demand is resolved on the basis that Management recognizes that water tents are a temporary solution to water leaks. Management assured the Union of its intent to repair roof leaks in an expeditious manner. In addition, the parties discussed water tents and drain lines associated with condensation on piping. In this regard, these are also temporary solutions until a permanent correction can be made. Problems that arise in this area should be referred to the Facilities Manager for resolution.

Local Demand 467

MANAGEMENT COVERING AND NOT ALLOWING EMPLOYEES TO RETURN TO WORK CORRECTLY – The parties have had lengthy discussions regarding the issue cited in this demand and are committed to jointly achieve the objectives of the ADAPT Program. In this regard, the parties agree this process was designed to enable employees with disabilities to be considered for opportunities to be retained at work or returned to work from a sick leave or worker's compensation leave and be placed on jobs within their physical restrictions, while complying with the applicable provisions of the local and National Agreements. Issues that arise as a result of a refusal of Management to return an employee to work from sick leave by reason of the medical findings of a physician or physicians acting for the Corporation will be handled in accordance with the provisions of Paragraph 43 (b) of the GM-UAW National Agreement. Finally, issues that arise from the implementation of this demand will be handled by the Zone Committee person and Labor Relations.

Local Demand 471

SENIORITY JOBS OVER TEMPORARY EMPLOYEES – This demand is resolved on the basis that in the event seniority employees are transferred into a department and temporary employees are assigned to permanent open operation, the operation that the temporary employees are assigned to would be considered open jobs and available for selection by the seniority employees.

Local Demand 475

MANAGEMENT NOT TRAINING TEAM MEMBERS AND NOT HAVING A TRAINING PLAN AS REQUIRED FOR THEM – This demand is resolved on the basis that the parties jointly develop a training plan for the GM Arlington facility on an annual basis. In addition, the parties regularly schedule and conduct additional training classes throughout the year. Specific issues that arise in regards to the site training plan would be a proper topic for discussion at the Key Four meeting.

Local Demand 478

MANAGEMENT CANNOT COUNT CONTRACTUAL ABSENCES AGAINST THE 7% ALLOWED FOR VACATION (EXAMPLE: FMLA, PAR 109, ETC.) – This demand is resolved on the basis that only approved vacations and approved Excused in Advance days will be counted against the department vacation allotment percentage.

Local Demand 501

AGC REPAIR – Management agrees that Electrical Division II will be the resource for AGC repair. Division I will continue to perform tasks that have gone through the joint PMP task tree and have the necessary TIS's developed. Any issues unresolved at the local level may be referred to the GM-UAW Skilled Trades and Apprentice Committee for resolution.

Local Demand 502

UTILITY TUBS/WASH BASINS – Management and union will jointly review all wash basins that are in the GA area to determine if repair or replacement is required. Those units requiring replacement will be replaced and ongoing repairs will be coordinated provided that Maintenance is notified of the issue.

Local Demand 503

BATHROOM VENTILATION – Management assures the Union that all restroom fans and ventilation will be maintained and repaired using the Maximo process. Maximo PM's will start no later than 90 days after ratification of the local contract.

Local Demand 505

PRESCRIPTION SAFETY GLASS PROVIDER – Due to the current working requirements of the employees at Arlington. Management and the Union agree to work with local vendors to find someone that is approved through the corporate requirements that will come in the plant once a quarter (frequency may be adjusted based on needs), to review and update prescription safety glasses as required.

Local Demand 507

MOVED TO OTHER SHIFTS FOR TRAINING PURPOSES – After lengthy discussions between the UAW and management, management agrees that if the need arises to have an employee move off of their assigned shift for training purposes, that management will take into consideration complications such as child care and make accommodations if available.

Local Demand 509

MANAGEMENT ATTEMPTING DISCIPLINE FOR CIRCUMSTANCES BEYOND THE EMPLOYEES' CONTROL OR NOT THEIR FAULT (MODEL MIX ISSUES ETC.) – Management will continue to comply with paragraphs 76, 76(a), and 76(b) of the UAW-GM National Agreement. Complaints regarding shop rule disciplines should be handled in accordance with paragraph 77 of the UAW-GM National Agreement.

Local Demand 515

FAIR ACCESS TO TRAINING (JOB RELATED) – This demand is settled with both Union and Management agreeing that the Training Governance Committee would be used to develop the plant annual training plan that is approved by the Key 4 then submitted to the CHR.

Local Demand 516

TRAINING FOR NEW TECHNOLOGIES (KRONOS, HCC, ACCESSING PAYROLL INFO, ETC.) – This demand is settled with both Union and Management agreeing that the Training Governance Committee would be used to develop the plant annual training plan that is approved by the Key 4 then submitted to the CHR.

Local Demand 518

TRAINING FOR PARTS CHASER/PANEL SWAP – Management will work to have adequate training for employees performing the "Parts Chaser/ Panel Swap" operation on all three shifts.

Local Demand 519

RACKS FOR PARTS, MASK DECK LEVELING, SCOOTERS FOR PARTS CHASER/PANEL SWAP – After lengthy discussions between the parties, the launch team has plans to ensure the correct number of T1 racks are being built to handle under the current operating conditions. Any changes in the rack number can be brought forward to the Area Director in paint for resolution. A project is being reviewed to see available to have the floor leveled. If the project is approved the floor will be leveled under the proposed project account. Scooter will be reconditioned until a new cart is made available.

Local Demand 521

RIGHT TO REFUSE 63A/B MOVES – Division I Team Members and Team Leaders can refuse a 63A/B pull within 5 days of being notified of the pull. If they refuse, they cannot reapply for the same classification for 90 days.

Local Demand 524

VACATION REQUESTS NOT BEING HANDLED AND RETURNED PROPERLY – This demand is resolved on the basis that Management assured the Union that it would process and return vacation applications, by the end of the next working day after the submission of the application, in accordance with the GM-Arlington Vacation Policy. Problems that arise in this area can be brought to the Shift Leader for correction. (It is the intent that Arlington use the HCC vacation process while still ensuring the employee gets an answer by the end of the next working day after submission of the application.)

Local Demand 526

BEING APPROVED FOR THE WEEKEND BEFORE AND AFTER VACATION REQUEST – Management agrees that an employee who applies for vacation during the vacation application period, and receives approval for a Monday-Friday (entire week), will be excused for the Saturday prior to and following the approved vacation period. Both excused Saturdays will count against the allotted vacation approval percentage.

Local Demand 530

ENSURING EMPLOYEES ARE CORRECTLY ASKED FOR OVERTIME

– This demand is settled with both parties agreeing that an overtime process will be developed that the employees will sign up and management will use that list to call employees when overtime is needed. The call list log will be maintained and have the time that the call was placed and if the person answered yes or no and the phone number that was called and the amount of overtime was offered.

Local Demand 532

ISSUANCE OF BOTH A STRIKE AND DISCIPLINE IN MATERIAL

– This demand is resolved on the basis that Management and Union are committed to protecting the Safety of all our employees. Employees that operate mobile equipment are required to complete Corporate mandated training prior to operating mobile equipment. The Arlington Industrial Truck Retraining Policy was put into place to provide additional training to a mobile equipment operator, when it has been determined through the incident investigation, that the root cause of the incident was driver error. Each incident will be handled on a case by case basis. Counseling can be utilized in lieu of discipline in those cases where an employee immediately self-reports a 'Near Miss' incident involving a possible violation of safety rules as outlined in Document 139 of the GM-UAW National Agreement. If an employee challenges a strike being issued, the Union will bring the issue to Management leadership during the Shop Committee Meeting to address their concerns.

Local Demand 533

PLANT TEMPERATURE – Management agrees that the ASH temperature control will be measured at roughly 5 feet above the floor. Systems that are down for an extended period will be supplemented using other sources.

Local Demand 534

EMERGENCY CALLS – Management agrees that if an employee receives an emergency call through security that we will get the information to the employee without undue delay. If the need arises that the employee needs to leave it will be handled on a case by case basis and any issues should be handled between the committeemen and shift leader.

Local Demand 536

TEMPORARY WORKERS ENTITLED TO PAID PRESCRIPTION SAFETY GLASSES – This demand is resolved with the understanding under current operating conditions temporary employees with an active GMIN number will be entitled to one pair of perception safety glasses per year.

Local Demand 537

CHANGE IN LANGUAGE ON CLEARING MEDICAL OFF THE CLOCK REMOVED – Parties have agreed to Change language on page 83 of 2011 local to read "In this regard, the parties have agreed that it is an employee's responsibility to complete the required process to return to work at (prior removed) the start of their regular shift. Also, to remove the last sentence. "In the event they are not able to do so, they must report to the plant at least forty-five minutes prior to the start of their regular shift to allow sufficient time to complete the rehire process."

Local Demand 539

PLANT MEDICAL NOT ALLOWING EMPLOYEES TO RETURN TO WORK – This demand is resolved on the basis that the local parties agree that the plant medical department will communicate to employees what they need to have their personal physicians update or clarify to allow them to be processed through medical. Medical will also give the employees the fax information so their treating physician can fax the information to the plant. Furthermore, if any disagreements remain regarding the decisions of the Plant Medical Director, they can be addressed in accordance with Paragraph 43(b) of the GM-UAW National Agreement.

Local Demand 542

INSTALLING DEFIBRILLATORS AND FIRST AID KITS –

Management will work jointly with the UAW and Medical department for placement and use of defibrillators and first aid kits.

Local Demand 543

EMPLOYEES TO EVALUATE MANAGEMENT – If there is an issue on the floor by an employee in a particular department, the issue will be raised to the Shop Committee and Management for resolution.

Local Demand 544

ADDING ACCESS TO WATER IN TAKE SHELTER AREAS –

Management agrees to add a water fountain in the People Center and Stamping basement take shelter areas.

Local Demand 549

BICYCLE REPAIR AND REPLACEMENT – Management will ensure that bicycles are repaired by Truck Repair, or any other party, to a safe standard at the employees' request. If the bicycle cannot be repaired and is in need of replacement, it will be reviewed by joint parties.

Local Demand 551

INSTALLING ENOUGH MATERIAL EQUIPMENT CHARGERS SO EMPLOYEES AREN'T HAVING TO SPEND BREAK TIME OR TIME NOT CAPTURED CHASING A CHARGE – Management will jointly evaluate the quantity and location of ORC stations.

Local Demand 555

SECONDARY OPENINGS ALWAYS REMAIN AVAILABLE FOR POSTING – After lengthy discussion between the parties, management agrees that secondary openings will remain open for seniority employees to take as long as it does not violate the current agreement of waiting for 6 months between postings (bidding).

Local Demand 556

SENIORITY EMPLOYEES ALWAYS HAVE RIGHTS TO OPEN JOBS, NON-SENIORITY CANNOT HOLD JOBS – Temporary employees do not have seniority rights to hold a job. Openings will be filled with the normal process.

Local Demand 561

STAMPING OVERTIME JOB ASSIGNMENTS – Settled as Written:

WHEREAS, overtime assignments in the Stamping Department need to be more precisely spelled out.

THEREFORE, BE IT RESOLVED that production employees in Stamping will be required to fill all positions on their shift or Press Line prior to employees who are on overtime being assigned;

BE IT FURTHER RESOLVED that, if an employee or Press Line become available, he or she will replace the overtime employee who has been assigned to the Press Line and the overtime employee will return to Metal Finish; and

BE IT STILL FURTHER RESOLVED that the order of job assignments for overtime employees will be by order of the 71 Chart not seniority – lowest hour equals highest standing in order or the first to be assigned.

Local Demand 562

STAMPING JOB PLACEMENT AND METAL FINISH – Settled as Written:

WHEREAS, production job assignments in the Stamping Department are assigned by Management and the employee trained for that particular job.

THEREFORE, BE IT RESOLVED that production employees on their shift will have an obligation to man all jobs on their press and/or shift;

BE IT FURTHER RESOLVED that, when reduced, the affected employee will leave Metal Finish when required by seniority - low to high - to return to the line; either to their press or any other press; and

BE IT STILL FURTHER RESOLVED that it is understood that employees must return to their press regardless of seniority from Metal Finish.

Local Demand 565

SKILLED TRADES CHART B BEFORE FORCING AND OVERTIME POLICY (DOC. 83) – Language referred to is p.48 of 2011 local. Add language after 3. a. "Management will continue to follow current National Agreement language or overriding MOU language as it pertains to Overtime."

Local Demand 566

BUMPED BY ADAPT LANGUAGE CHANGE P.60 2011 LOCAL – Demand is resolved by changing language on page 60, section 9. in 2011 local to be amended to read: An employee "bumped" by the procedure above will have recall rights to the operation they were displaced; if the employee "Placed" (with restrictions) moves from the operations within (60) sixty calendar days from when he/she physically performs the job.

Local Demand 567

SCHEDULING TESTING FOR TEAM LEADERS – Management agrees to amend the language for the Team Leader (63)(a) process: "When an employee makes a (63)(a) application for Team Leader, Management will schedule testing as soon as possible for that employee, to maintain a bank of five (5) employees for each department, if available applicants have signed up."

Local Demand 569

INSTALLATION OF INFORMATIONAL MONITORS AT ENTRANCES – Management will install large monitors in jointly approved employee entrance areas.

Local Demand 577

STAMPING TEAM ASSIGNMENT/RULES – **SEE MOU -Page 75.**

Local Demand 580

STRUCTURED EARLY OUT PROCESS – This demand is resolved on the basis that the local parties will work together in each department to jointly develop, with-in 90 days of ratification of the 2019 local agreement, a fair and equitable means to allow "early outs", if the opportunity presents itself, so all employees will be treated fairly.

Local Demand 581

SKILLED TRADES TRANSFERRING SHIFT AND OVERTIME – GM Division II employees transferring to a shift/department will be averaged into the A Chart, by department, by trade. This process will be reviewed annually and can be modified based on mutual agreement between the parties.

Local Demand 583

CPR TRAINING FOR ALL EMPLOYEES AND LACTATION ROOM FOR BREASTFEEDING MOTHERS – Management agree to provide voluntary CPR training class for employees, to be taken on their time, on an as needed basis. It is also understood that Management will explore options to provide a Lactation room.

Local Demand 585

EQUALIZATION CHARTS LOCATION – This demand is resolved on the basis that the parties agree that the overtime equalization charts will be maintained in the Team Room in each Department unless all three shifts and both parties agree to another suitable location.

Local Demand 586

CONTRACTOR PARKING AREAS – Management agrees to maintain non-GM parking for Arlington Assembly and during major construction projects, Management will designate Contractor parking zones. GM is committed to providing adequate parking for GM employees.

Local Demand 588

MATERIAL AND QUALITY HEAVY WEATHER/COLD GEAR PROVIDED – After lengthy discussion the parties agree that Material and Quality will keep an inventory of heavy weather cold gear for the four drivers in material and the eight quality drivers off the end of the line per shift, when requiring them to work outside in inclement weather.

Local Demand 589

A/R'S ABILITY TO CHOOSE THE GROUP ASSIGNMENTS BY SENIORITY – This demand is settled on the basis that both parties agree that: Management will allow AR's in all departments to choose (post) their group assignments by seniority with the understanding they can still be used throughout the Department as needed. This will be for the employee's report group and normal daily job assignments.

Local Demand 591

MANAGEMENT MUST DOCUMENT MEMBERS DECLINE OF REPRESENTATION – It is Managements intent to follow the National Agreement and offer employees Union Representation prior to the issuance of any discipline. When an employee declines Union Representation, Management will document this on any issued forms and ask the employee to initial that they declined.

Local Demand 596

STOPPING CANNED ANSWERS TO GRIEVANCES – Management agrees to continue to give labor classes and training to the group leaders to help ensure the group leaders have a solid understanding how to properly handle grievances in an effort to reduce the number of grievances written in the plant.

Local Demand 598

SUNBLOCK FOR PEOPLE WORKING OUTSIDE – After lengthy discussions both the UAW and Management agree that small packages of sunscreen/sun block of SPF of 45 or higher and water resistance, will be kept in the business managers office for employees that are being sent to work outside for specific periods of time. Any concerns about who is eligible for the sunscreen/sun block can be resolved between the district committee person and shift leader.

Local Demand 601

OVERHEAD CRANE AND VERTICAL CONVEYOR PMS – It's Management's intent to have GM Division II employees perform vertical conveyor PM's, based on availability of manpower.

Local Demand 603

NEED FOR ADDITIONAL TOOLMAKER FOR PAINT – Management will jointly evaluate all tooling details being sent out for fabrication to review if it's cost effective to have the work performed by Division II employees.

Local Demand 604

HAVING SKILLED TRADES TRAINING DONE ON THEIR REGULAR SHIFT

– Management will attempt to offer Division II classroom training on the employee's regular shift, when possible. Management agrees to look at all situations and consider all issues prior to sending an employee to another shift for training.

Local Demand 606

ESTABLISHING A COMMITTEE TO DEVELOP MORE OPTIONS FOR FOOD CHOICES

– Management will participate in a joint committee to address any concerns regarding the cafeteria and vending services in the Arlington plant. Issues that arise will be taken to the Key 4 for resolution. (See also LD 305).

Local Demand 607

PROMPTLY PAYING SETTLED GRIEVANCES – Management has agreed to make every effort to have pay grievance settlement awards paid within one week of the grievance settlement getting to and verified in labor relations.

Local Demand 614

NO FORCING TO WORK WITH UNLABELED CHEMICALS – It's not Management's intent to force employees to work with unlabeled chemicals. Chemical container labels should be replaced if they are illegible, damaged, or missing. Replacement labels will be made available in all departments. Employees who identify any label issues should immediately escalate it to the appropriate Team Leader and/or Supervisor and should continue to perform their standardized work and not use the chemical in question.

Local Demand 615

ENTRANCES CLEANED AND CLEARED OF ICE/SNOW – During inclement weather, Management commits to hiring services to improve ice/snow conditions at the parking lot entrances.

Local Demand 616

PROVIDING OVERHEAD CRANE TRAINING FOR SKILLED

TRADES – Management will provide overhead crane training as needed, based on job requirements.

Local Demand 617

MANAGEMENT NOT GIVING PERSONAL OPINIONS TO PLANT

MEDICAL – After lengthy discussion, it is managements intent not to violate HIPPA laws by asking about or giving personal opinions regarding employee's medical situations.

Local Demand 621

ADDING SKILLED TRADES MAINTENANCE SUPPORT

PERSONNEL – The parties have discussed in detail the work assignments of Maintenance Support personnel. To better implement Division II Advanced Planning objectives, Management will add one Maintenance Support person. To better support GMS objectives for T1, Management will realign resources and add additional agreed upon trades in Body/Paint/GA to form Electrical and Mechanical teams with SME's, and develop a structure to better allow the SME's (Team Leaders) to successfully perform their daily functions. See attached Skilled Trades/SME roles and responsibilities. (See Skilled Trades TL/ SME roles and responsibilities Below):

Local Demand 627

TEAM LEADER TOOLS, TOOLBOXES AND TRAINING – The team leaders are a critical part of the Arlington Assembly success. When a new Team Leader is assigned to a group, he/she will be given the toolbox from the exiting team leader with the proper tools to perform their task. If a new team is formed management will provide the needed tools and toolbox to allow the team leader to perform their assignment. Any discrepancies in tools, should be resolved with the shift leader.

Management agrees that not having the team leader trained is a detriment to the organization therefore management will make every effort to get the team leader trained within 2 months of becoming a team leader.

Local Demand 628

ENSURING PROPER TRAINING ON JOBS BEFORE DISCIPLINE

– When someone has been placed on a job and discipline is being contemplated for job performance, an investigation must take place to ensure that the employee has had adequate time to train and that every effort was made to complete the proper JIT process. The parties agree the GMS training requirements around the Re-JIT process with new elements and more than 30 days off the job must be followed.

Local Demand 629

CHANGE IN LANGUAGE P.67 2011 LA – Management agrees to add "Business Manager" to the department manpower definition on page 67 of the 2011 Local Agreement and add "any issues that arise will be escalated to the department head for resolution."

Local Demand 630

EMPLOYEES BEING LABELED AS NO JOB AVAILABLE WITH RESTRICTIONS

– As discussed in Document 121 of the UAW-GM National Agreement, seniority employees returning to work with restrictions will be eligible to participate the ADAPT program. If a seniority employee is not able to be placed based on their restrictions, the appropriate process will be followed (e.g., identify the employee as "NJAWR"). Any disputes regarding restrictions can be handled through the provisions of the UAW-GM National Agreement (43b) (1).

Local Demand 632

ELECTRIC TAPE DISPENSER AND ELECTRIC STAPLER FOR

TRIM SPECIFIED JOBS – Therefore, this demand is settled by providing a backup electric tape dispenser and electric stapler for the sequence cell for A/C pipes, HVAC, & Build Tickets.

Local Demand 636

COMBINING DEPARTMENTS 15 AND 16 – This demand is resolved with management agreeing to combine department 15 and 16, with the joint parties understanding that in the future if we combine paint final process with the rest of final process that the current department 16 would be the group carved out. The jobs currently in 16 would remain preferred jobs when they are combined into 15.

Local Demand 640

TOW-PIT STAFFING – This demand is settled under current operating conditions that if a permanent operator is added to any new tow-pit operation they will be assigned to the same department as the other Tow-Pit operations.

Local Demand 641

SECONDARY OPENINGS REMAIN AND IF PLACED BY THE MANPOWER COMMITTEE NO LOCK IN PERIOD – After lengthy discussion between the parties, management agrees that secondary openings will remain open for seniority employees to take as long as it does not violate the current agreement of waiting for 6 months between postings. (Bidding). Placements by the manpower committee will not be locked in for 6 months.

Local Demand 645

REINSTITUTE EXCUSED IN ADVANCE DIVISION I – Management agree to re-institute "Excuse in Advance" form language from Division II to include Division I. The HCC process will also be used.

Local Demand 649

ADDITION OF NEEDED T-70 TERMINALS – Management agrees to add Maintenance workstations with required software access based on business needs and consistent with GM cyber security. Locations to be determined based on input from Division II bargaining unit employees.

Local Demand 650

REMOVAL OF WONDERWARE AND ABILITY TO REMOTE START – Management agrees that proper safety protocol must be followed any time equipment is being started from a remote location, including confirmation of all effected personnel being verified as "all clear."

Local Demand 651

SECURITY TRAINED AND AVAILABLE TO MAKE AND REPROGRAM BADGES ON ALL 3 SHIFTS – Under the current operating condition, Management will instruct security to train their personnel on all 3 shifts to make and reprogram badges.

Local Demand 656

LANGUAGE CHANGE PG.179 2011 LA NOT BEING REQUIRED TO WORK IN LIQUIDS – Add to existing language to pg. 179 of 2011 Local Agreement; If necessary, concerns should be escalated to the Joint Health and Safety reps to review and make a determination to resolve. If escalation is required, it will be escalated to the Shift Leader and Zone Committeeperson.

Local Demand 660

MAINTAINING A MINIMUM OF TWO (2) PEOPLE PER SHIFT PER DEPARTMENT WITH THE ABILITY TO RESOLVE AND CORRECT PAYROLL ISSUES – This demand is resolve with management agreeing that under normal operating conditions it will have two people trained per shift per department that have the knowledge and ability to do payroll corrections. If issues arise, they should be taken to the department head for resolution.

Local Demand 661

PPE VENDING MACHINES AND ANTI-GLARE SAFETY GLASSES

– Management agrees to make available one pair of anti-glare safety glasses for every employee, every 6 months, for the first 18 months of the life of this agreement (total of 3). Employees will make requests through their Supervisor. Management will also provide an adequate number of PPE vending machines to be located at main entrances.

Local Demand 668

TEAM LEADER A/R'S ALLOCATION – Management will meet with the Department Manpower Committees to determine what the appropriate TL AR allocation should be to best support teams and the group. This excludes department 17 and 25, which will have a TL A/R per group.

Local Demand 669

INFORMING EMPLOYEES WHEN DISCIPLINES WILL BE

REMOVED – This demand is resolved on the basis that Labor Relations or the Business Manager will let the employee know the date their discipline will be removed when asked.

Local Demand 670

AGC HANDLING – When an AGC in GA breaks down, and the rack it was pulling must be unhooked to be moved to the next operation, a tugger will be used. This excludes the doorline kit carts. Any future delivery systems where Material typically did the delivery will be looked at jointly to determine ownership of work and responsibility, on a case-by-case basis. (See also LD 501)

Local Demand 671

CLEANING OF BREAK ROOMS – Management agrees to have the Service Agreement clean break rooms across site bi-weekly.

Local Demand 673

GAP, FLUSH AND SEAL MARGIN CHECKS – Management agrees that any necessary tool moves due to Gap/Flush measurements will be performed solely by Division II.

Local Demand 677

MANAGEMENT AGREES TO ABIDE BY LOCAL DEMAND

130 SETTLEMENT OF THE 2003 LOCAL AGREEMENT – It is a management function to determine the process of accessibility to the plant by visitors. Management will develop a process to ensure that all visitors and/or contractors have signed in, received the proper credentials, and received the appropriate safety information prior to gaining access to the facility. Additionally, Management will continue to provide a copy of the sign in sheet to the Shop Chairman upon request.”

Local Demand 678

SKILLED TRADES (STAMPING) – The parties discussed at length the commitment and intent of the stamping MOU dated January 23, 2012 (Attachment B) to sustain the competitiveness at GM Arlington Assembly. Specifically, the parties reaffirmed the separation of Stamping from the rest of the facility regarding full utilization, overtime, etc. Notwithstanding this agreement, management agrees to include Stamping Division II – Skilled Trades employees in the local shift preference agreement, such employees may make application in accordance with local provisions. Furthermore, the life of the agreement, management will evaluate the availability of Stamping Division II – Skilled Trades employees for future projects as discussed in the Advanced Planning Meetings. Under Current operating conditions, Machine Repair and Electricians in Stamping may be identified as a resource that could be utilized to augment staffing needs for advanced planning projects. Specifically, Machine Repair may augment projects associated with Millwright and Pipefitter Tasks, while Electricians may augment electrical work. Management may also identify opportunities to augment other departments with Stamping Skilled Trades employees if staffing needs permit. Offers to augment other departments will be equal to the hours offered to those within the department being augmented.

Local Demand 679

DISCIPLINE ON NEW JOBS OR JOBS WITH DISPUTES – When a job's SOS has been recently changed, and Management is contemplating discipline on an employee for job performance on that job, Management will postpone from issuing discipline and the employee will remain on notice until IE has validated the job. Any dispute with this process will be brought to the Shop Committee and Management for resolution.

Local Demand 681

CHANGING OF SCHEDULED BREAKS – After lengthy discussions between the parties, Management agrees that under normal operating conditions it will not deviate more than 30 minutes in the start time of a break period. If either party feels there are concerns with the administration of this demand, the issue can be brought forward to the Key 4.

Local Demand 690

MANAGEMENT TO SUPPLY A WEEKLY MANPOWER SHEET – Management has agreed to supply a manpower sheet weekly to the UAW Shop Committee.

Local Demand 697

ADDITION OF 28 AND 70 PREFERRED – Management agrees to include Department 28 and 70 in the Preferred Job language.

Local Demand 701

ADDITION OF ERROR PROOFING TO HELP EMPLOYEES – Management has agreed to have the UAW bring suggestions and ideas to the PCM for consideration to resolved issues and concerns brought up on the floor to improve error proofing.

Local Demand 702

REPLACING, ADDING AND FIXING/UPDATING SKILLED

TRADES EQUIPMENT – Management recognizes its responsibility to provide the tools and equipment required by employees to perform their assigned tasks. In this regard, Management will continue to evaluate needs to repair and/or replace equipment. Management will specifically purchase a 2-axis precision surface grinder and will consider input from Division II Tool Makers for suggested make and model.

Local Demand 705

NOT PULLING TEAM LEADERS AWAY FROM SUPPORTING THE

TEAM TO DO REPAIRS – Management agrees to minimize occurrences of this issue.

Local Demand 710

NOT SETTING UP JOBS CROSSING AISLES AND CONVEYORS

– This demand is resolved on the basis that Management assured the Union that production operations throughout the Arlington facility would be set up in accordance with the General Motors Assembly Plant layout guidelines, wherever possible. Concerns with deviations from these guidelines should be escalated to the Local Joint Health and Safety Committee to review and resolve. If they are unable to resolve, the issue will be escalated to Plant Leadership. All jobs will be setup with safety being the priority.

Local Demand 717

MATERIAL EMPLOYEES NOT HAVING TO SPEND BREAKS AND LUNCH TIME (THEIR TIME) CHASING A CHARGE

– Under current operating conditions, IE will review and correct (if needed) how battery charging is in the material time studies.

Local Demand 720

MATERIAL DEPARTMENT EQUALIZING WORK OR ADDING ADDITIONAL MANPOWER FOR TRAILERS/RAIL CARS/TRUCKS LEFT OVER/EARLY OR OFF SCHEDULE – Management will provide manpower in the event any extra cars or trailers are left over or arrive early resulting in an overloaded state for the Materials operator.

Local Demand 721

MATERIAL MANAGEMENT WILL EVALUATE AND ADJUST TIME STUDIES FOR DOCK DRIVERS TO ENSURE FAIRNESS AND EQUITY OF JOB ASSIGNMENTS – IE will update time studies for material dock drivers with the latest time study tools to analyze the manpower needed in each area. It is management's intent to ensure fairness and equality on jobs.

Local Demand 722

MAINTAINING A SAFE AND SECURE PARKING LOT – Management will maintain a safe and secure parking area. There will be adequate lighting in the parking lots and will have the appropriate number of cameras that meet Corporate Security standards, with routine patrols throughout GM Arlington. When cameras or lights become inoperable, a work order will be submitted when proper notification given. Concerns that arise will be discussed jointly.

Local Demand 723

MANAGEMENT MUST COMPLY WITH ALL ASPECTS OF THE NATIONAL AGREEMENT REGARDING PARAGRAPH 76 – Management will continue to comply with paragraphs 76, 76(a), and 76(b) of the UAW-GM National Agreement. Complaints regarding shop rule disciplines should be handled in accordance with paragraph 77 of the UAW-GM National Agreement.

Local Demand 725

MAINTAINING AVAILABLE AND SANITARY BATHROOMS AND POTABLE DRINKING WATER AT ALL TIMES – Management has a responsibility to have potable water and working restrooms during all production shifts. Management will follow the federal and local occupancy guidelines if these conditions are not met.

Local Demand 729

TEMPORARY WORKERS ASSIGNMENT TO JOBS HAS RESTRICTIONS – This language does not apply to Nationally agreed upon temporary employees, furthermore this does not modify or supersede the National Agreement; Management agrees that temporary employees will not be issued Quality stamps. The parties agree that temporary employees will not be used to do repairs or cover preferred jobs without discussion with the District Committeeperson on that shift. Management agrees to avoid placing or using a temp in these capacities whenever possible. This does not include repairing minor issues, such as pushing a clip in place. Issues like this should be worked out with the manpower committee.

Local Demand 732

ALL JOBS WILL HAVE INDIVIDUAL STS/TIS AND JES. THERE WILL BE NO COMBINING OF TIME STUDIES – It is Management's intent to develop standardized work with individual STS/TIS/JES where work is measurable, to ensure fairness and equality on jobs.

Local Demand 744

REMOVAL OF LANGUAGE STATING THE UNION AGREES TO EXCEED JOB CUTS – Management agrees to remove "or exceed" from the language on Pg. 6 of the 2011 Local Agreement 2nd paragraph.

Local Demand 746

KEEPING A MINIMUM OF 2 PORTABLE “HEAT WAGONS”

AVAILABLE – Management will maintain two (2) portable heat wagons to be used as backup for heat. If these do not suffice, Management will rent additional equipment.

Local Demand 747

DEVELOPMENT OF A JOINT PROCESS THAT MONITORS AND REPLACES MATS

– Following the ratification of the 2019 Local Agreement, Management and the UAW will develop a joint process for monitoring and replacing ergonomic mats.

Local Demand 751

MANDATORY TIS/SOP FOR ALL JOBS WITH HOIST, LIFTS, ELEVATORS ETC.

– Management agrees to develop a TIS and/or SOP for jobs that have a lift assist, hoist, elevator and/or manual backup process. If other issues arise, they should be escalated to the Local Joint Health and Safety Committee to review and determine if a TIS and/or SOP is necessary.

Local Demand 752

MODEL MIX ISSUES – Management will abide by paragraph 78(b) of the National Agreement now and in the future. To address issues locally with model mix, the Industrial Engineers, District Committeepersons, and Management will meet regularly and develop a plan to respond when model mix can't be maintained in General Assembly. This group will develop a list of jobs that are potentially impacted and a reaction plan, which may include additional manpower, to support the Team Members and Team Leaders. Issues that cannot be resolved will be escalated to the Shop Committee and Management for resolution. This process will start 30 days after ratification. The intent is to develop a plan for these events rather than only relying on Team Leaders.

Local Demand 753

AVAILABILITY OF APPROPRIATELY SIZED MATERIAL EQUIPMENT

– Management will include mobile equipment safety and operational checks using the existing layered audit process. If the equipment is found to be unsafe or in need of repair during the layered audit, management will provide equipment that can safely cover the operation and is fully operational.

Local Demand 756

STOPPING OF JOB CHANGES IF NOTIFICATIONS TO ALL SHIFTS AND PROCESSES HAVE NOT BEEN FOLLOWED

– Changes to job elements will be discussed with the Team Member and Team Leader affected prior to any job element changes, or moves, except in unusual circumstances. If possible, the change will be stopped until communication can be completed. The CR process should be followed.

Local Demand 757

SERVICE AWARD HANDLING AND DISTRIBUTION TO SHOW RESPECT

– As our employees are our most valuable asset. The parties have agreed that management will develop a process and write a T.I.S. on the proper way for supervisors to issue service awards to the employees. Concerns can be brought to the area director for resolution.

Local Demand 762

JOBS CREATED OUTSIDE OF THE POSTING PROCESS

– Any job created outside of the posting process will be filled and placed by the department Manpower Committee, by seniority, as soon as possible. Any deviation from this can only be done by mutual agreement with the Department Manpower Committee. This also applies to any jobs that were removed and added back. Launch activities will be reviewed by the Joint Parties.

Local Demand 764

NOTIFICATION TO UNION OF PEOPLE WORKING OVERTIME

– Management agrees to email the UAW Committeeperson of the number of employees who fall under Paragraph 21 of the National Agreement. This would occur daily, if applicable.

Local Demand 765

PAINT TAG RELIEF – Management agrees to re-establish the joint meeting to discuss and work to resolve the issues regarding Paint/Quality tag operations. Management will conduct an IE review to ensure adequate manpower is in place for proper relief.

Local Demand 766

PROBLEMS WITH SEDGWICK SICK LEAVE, FMLA, WORK COMP – At the conclusion of the 2019 Local Negotiations, Management agrees to meet with the local Union to see what can be done to improve the communication and supporting documentation for cases involving Sedgwick.

Local Demand 767

WORKING IN SCREEN GUARD – Management agrees that Skilled Trades will access the screen guard only, with the exception of the seat and IP areas, where trained and authorized Team Leaders may access on a voluntary basis. Training will be documented on the Flex Chart, Team Leaders will enter the screen guard at one central location, Safety will be notified, and Medical will perform an annual screen guard rescue exercise.

Local Demand 768

EMPLOYEES BEING TOLD NOT TO WRITE ON TICKETS OR ENTER IN GSIP AND/OR RECORD DEFECTS, REPAIRS ETC. – Management agrees that Quality, BIQ, and GMS standards must be maintained in order to maintain our highest Quality standards for our

customers. Upon request from the UAW Committee person, the Supervisor or Superintendent of the area will explain why direction was given to not enter items into GSIP or write them on tickets.

Local Demand 770

DOCUMENTATION FOR ALL REPAIR/REWORK OF ALL DEFECTS AND/OR REPAIRS ETC. – Per the requirements of GMS/Repair Rework Confirmation, the details of all defects and repairs will be documented in GSIP.

Local Demand 773

USE OF CAMERAS – Management will inform reasons why and discuss with Shop Committee when any new cameras are being considered to be installed.

Local Demand 775

IF DISCIPLINE IS BEING ISSUED IT SHOULD BE DONE WITHIN A TIMELY MANNER – 72 HOURS – Management will continue to comply with paragraphs 76, 76(a), and 76(b) of the UAW-GM National Agreement. Complaints regarding shop rule disciplines should be handled in accordance with paragraph 77 of the UAW-GM National Agreement.

Local Demand 777

JOB FLOW FOR JOBS BEING BROKEN UP DIVISION I AND II – In Division I and Division II, when an operation is being broken up, or eliminated, the operator can flow with 50% or more of the work, seniority permitting. If the employee does not have enough seniority to follow his/her work, then the employee will have team rights.

Local Demand 787

SPIRAL BOUND COPIES OF 2019 LOCAL AGREEMENT FOR UNION REPS – Management has agreed to provide 50 spiral bound copies of the 2019 Local Agreement for the Bargaining Unit Representatives.

Local Demand 788

COPIES OF 2019 LOCAL AGREEMENT FOR THE BARGAINING UNIT – Management has agreed to supply 6000 copies of the 2019 Local Agreement and order more as needed.

Local Demand 789

TRACK SEAL SAFETY IMPROVEMENT TO REDUCE INJURIES

– Following the ratification of the 2019 Local Agreement, Management and the UAW will develop a joint process in which they will look for the best type of Track Seal that will work for each situation. The Joint parties will monitor and/or replace any track seal that is found to be bad and/or in need of repair.

Local Demand 791

REPLACING UAW CARTS – Management will provide 4 new covered carts for the UAW and discard the old carts when the new ones are received. The 4 carts are for UAW Paint and Body Shop, UAW Health and Safety, UAW joint program reps, and the UAW Shop Chairman. Replacement process to start within 90 days of ratification of the local agreement.

Local Demand 793

MAINTAINING AND REPLACING/REPAIRING MEDICAL

EQUIPMENT – Management will maintain the equipment used in Medical and repair if needed. Any equipment that needs replacement will be handled by the Medical department.

Local Demand 798

MANAGEMENT CANNOT INSTRUCT EMPLOYEES TO USE THEIR PERSONAL PHONES FOR COMPANY BUSINESS –

Management agrees that it is not the intent to have employees use their personal cell phones to conduct day to day business. (This does not include the HCC process.)

Local Demand 799

REEVALUATING AND CHANGING THE TEAM LEADER

SELECTION AND DESELECTION PROCESS – Management and the Union will develop the Team Leader selection and de-selection process as agreed to in Management Initiative 16 of the 2011 Local Agreement. The focus of the process is to ensure that the support of Team Members needs is primary, that Team Members have everything they require to do their jobs, and to treat Team Members with dignity, respect, and compassion. People skills are an important part of being a Team Leader and both Team Members and Team Leaders must show concern and respect for each other.

Local Demand 800

TRAINING FOR TRADES – Management agrees to train select Maintenance Support personnel as necessary to become competent trainers in PLC/Robotics/Sealer Systems/Air Logic and have the ability to train as needed.

Local Demand 801

MANAGEMENTS RESPONSIBILITY TO HANDLE AND EXPLAIN

PAY ISSUES AND CORRECTIONS – Management agrees that when an active employee's pay is changed, corrected, or reduced by a Manager in Arlington, they will speak with that employee in person as soon as practical and explain the change/correction/reduction.

Local Demand 802

MANAGEMENT INSTRUCTING EMPLOYEES TO BYPASS

CHECKS AND BALANCES – Management agrees to follow the standard Quality process.

Local Demand 803

MANAGEMENT WILL PROVIDE A DIGITAL VERSION OF THE 2019 LOCAL AGREEMENT – Management agrees to provide an electronic version of the 2019 Local Agreement to the Local UAW Shop Committee.

Local Demand 804

MANAGEMENT TO PROVIDE A VERSION OF THE PRINTED 2019 LOCAL AGREEMENT THAT IS ORGANIZED WITH INDENTED DIVIDERS – Management agrees to have the 2019 Local printed with the indented dividers similar to the 2003 local.

Local Demand 808

MANAGEMENT WILL CONTACT /VERIFY P.109 ABSENCES – Management has agreed if there are any concern around 109 time that it will contact the Union Hall to verify time before issuing discipline.



2011 LOCAL DEMANDS AND SETTLEMENTS

Local Demand 2

WHEREAS, the wording in Local Demand 119 of 2007 Local Agreement settlement should be changed.

THEREFORE, BE IT RESOLVED that Local Plant Management will change the wording in Local Demand 119 of 2007 Local Agreement to state: Body Shop Cells are to be cleaned every two (2) weeks to clear Cells of all debris, slag, weld caps, etc.

Settlement

This demand is resolved on the basis that Management will continue to abide by Local Demand #119 of the 2007 Local Agreement.

Local Demand 3

WHEREAS, the air conditioning in the Body Shop is shut off at 4:00 AM but the line time is usually much later than that; and

WHEREAS, with the extreme temperatures that Texas has been having, not having the Body Shop properly cooled can cause health problems and is not a safe work environment.

THEREFORE, BE IT RESOLVED that Management will ensure that the air conditioning the Body Shop is operational for all shifts.

Settlement

This demand is resolved on the basis that Management will ensure that air conditioning will be operational for all production shift hours in the Body Shop.

Local Demand 4

WHEREAS, the Health Department requires that all employees wash their hands before returning to work; and

WHEREAS, there are not enough conveniently located restrooms in the GM Assembly Plant, Arlington, Texas.

THEREFORE, BE IT RESOLVED that Management will more bathrooms to be centrally located in the Body Shop at the GM Assembly Plant, Arlington, Texas; and

BE IT FURTHER RESOLVED that Management will ensure that hot water runs in all bathrooms centrally located in the Body Shop at the GM Assembly Plant, Arlington, Texas.

Settlement

This demand is resolved on the basis that management assured the Union that hot water would be available in all restrooms. Problems that arise in this area can be brought to Management for correction.

Local Demand 6

WHEREAS, Body Shop cells need proper deep cleaning; and

WHEREAS, Body Shop weld slag and weld dust constantly cause downtime.

THEREFORE, BE IT RESOLVED that cell cleaning will be performed by the Body Shop Production workers; and

BE IT FURTHER RESOLVED that the cell cleaning will be performed on a voluntary basis on every other Saturday by the 71 Charts, by Team, then by Group, then by Department.

Settlement

This demand is resolved on the basis that Management will continue to abide by Local Demand #119 of the 2007 Local Agreement.

Local Demand 7

WHEREAS, the Finesse Deck needs to keep the heat out of the Finesse Deck area; and

WHEREAS, the Finesse Deck needs to keep the cold air from the carrier storage area from blowing into the Finesse Deck area from outside and freezing everyone in the Winter.

THEREFORE, BE IT RESOLVED that Management will install an air curtain or heavy plastic curtain in the Finesse Deck area.

Settlement

This demand is resolved on the basis that Management will provide an air curtain or heavy plastic curtain at the entrance of the Finesse Deck.

Local Demand 8

WHEREAS, the Finesse Deck area steps, handrails, walking areas are in need of paint.

THEREFORE, BE IT RESOLVED that Management will cause the Finesse Deck area steps, hand rails, walking areas to be painted and maintained.

Settlement

This demand is resolved on the basis that Management will review the area cited by the Union in this demand. Management assured the Union that these items would be properly maintained.

Local Demand 9

WHEREAS, there is a copy machine in the Paint / Maintenance Department offices; and

WHEREAS, the Paint / Maintenance Department copy machine is not in proper working order.

THEREFORE, BE IT RESOLVED that Local Plant Management will replace the copy machine in the Paint / Maintenance Department offices; and

BE IT FURTHER RESOLVED that the Paint / Maintenance Department copy machine will be replaced immediately upon ratification of this agreement.

Settlement

This demand is resolved on the basis that Management will ensure that the copy machine is in good working order.

Local Demand 11

WHEREAS, shoes worn by employees working in the Paint Department get destroyed on a regular basis; and

WHEREAS, employees working in the Paint Department must spend a lot of money to replace their shoes that get destroyed on a regular basis.

THEREFORE, BE IT RESOLVED that Local Plant Management will provide a three hundred dollars & no/100 (\$300.00) annual shoe allotment to all employees working in the Paint Department.

Settlement

This demand is resolved on the basis that all clean room employees will have access to company provided rubber boots or protective shoe covers.

Local Demand 14

WHEREAS, Group 15-09 is not a Preferred Team.

THEREFORE, BE IT RESOLVED that Group 15-09 will be made a Preferred Team.

Settlement

This demand is resolved on the basis that the jobs currently in Dept. 15-09 will be returned to the list of jobs exempted from rotation for this life of this product. Future product decisions on this topic will be handled by the joint People Involvement Committee.

Local Demand 15

WHEREAS, Gun Repair vacations are done within the Gun Repair group only because we cover over and under; and

WHEREAS, Gun Repair employees do not go back into the Gun Repair pool after their vacation period.

THEREFORE, BE IT RESOLVED that after the vacation period is over, Gun Repair will go back into the Gun Repair Pool and get their vacations if other Gun Repair employees do not have those dates scheduled.

Settlement

This demand is resolved on the basis that after the vacation period is over, gun repair will go back into the gun repair pool and get their vacations if other gun repair employees do not have those dates scheduled.

Local Demand 17

WHEREAS, there is no Team Room for Team Meetings for 2nd Shift Clean Room employees; and

WHEREAS, employees must stand during the Team Meetings for 2nd Shift Clean Room employees.

THEREFORE, BE IT RESOLVED that Local Plant Management will provide a Team Room for 2nd Shift Clean Room employees to hold their Team Meetings in; and

BE IT FURTHER RESOLVED that Local Plant Management will provide the appropriate number of chairs in the Team Room so that Team Members are not forced to stand during the Team Meetings.

Settlement

This demand is resolved on the basis that Management will provide an adequate team meeting area for the Clean Room employees in accordance with the GMS guidelines.

Local Demand 18

WHEREAS, there is currently no Team Leader A/R classification for employees who work in the Paint Department at the General Motors Assembly Plant, Arlington, Texas.

THEREFORE, BE IT RESOLVED that Local Plant Management will establish a classification of “Team Leader A/R” on each shift for employees who work in the Paint Department at the General Motors Assembly Plant, Arlington, Texas.

Settlement

Management will provide a Team Leader AR on each shift in the Paint Shop. The parties are committed to insuring that this Team Leader is trained in all areas of the Paint Shop. In addition, the current opening in the Paint Shop will not be filled until 1/1/12 or until a final decision has been reached on the temporary assignment of the Mutilations Coordinator.

Local Demand 19

WHEREAS, most Teams have two (2) lockers in which to keep common supplies such as gloves, trash bags, brooms, cleaning supplies, etc.; and

WHEREAS, Teams in Trim only have one (1) locker.

THEREFORE, BE IT RESOLVED that Management at the General Motors Assembly Plant, Arlington, Texas, will install two (2) Knaack Lockers for each Team.

Settlement

This demand is resolved on the basis that Management will provide each team in the Trim department with an additional Knaack locker.

Local Demand 21

WHEREAS, Local Demand 30 on page 139 of the 2007 Local Agreement was settled as:

“Settlement Management agrees to install a wash basin and stock it with soap and towels as well as provide a water fountain at C-15.”h

THEREFORE, BE IT RESOLVED that Management implement the previously agreed upon Local Demand 30 settlement from the 2007 Local Agreement; and

BE IT RESOLVED that Management reinstate, into the 2011 Local Agreement, the previously agreed upon Local Demand 30 settlement from the 2007 Local Agreement.

Settlement

This demand is resolved on the basis that Management will implement the previously agreed upon Local Demand 30 settlement from the 2007 Local Agreement.

Local Demand 22

WHEREAS, hybrid jobs in Chassis need description on when they function as A/R's;

WHEREAS, hybrid jobs in Chassis need description on how often they function when scheduling is unknown; and

WHEREAS, hybrid jobs in Chassis need description on how long they function when scheduling is unknown.

THEREFORE, BE IT RESOLVED that Local Plant Management will set a description on hybrid jobs in Chassis as to when they function as A/R's;

BE IT FURTHER RESOLVED that Local Plant Management will set a description on hybrid jobs in Chassis as to how often they function when scheduling is unknown; and

BE IT ALSO FURTHER RESOLVED that Local Plant Management will set a description on hybrid jobs in Chassis as to how they function when scheduling is unknown.

Settlement

The parties have had lengthy discussions surrounding the issues cited in this demand. In regards to this issue, the parties have developed a practice that has worked to meet the needs of both Management and Union, relative to the five (5) hybrid jobs in Chassis identified in this demand, when the spacing and schedule are irregular. In most cases, these hybrid operators will be assigned to build hybrids when hybrids are in the schedule and they will be used as ARs in the Chassis Department when hybrids are not in the schedule. Problems that arise in this area can be brought to the Chassis Shift Leader on the respective shift for resolution.

Local Demand 24

WHEREAS, the employees who work in departments 25-05 and 25-09 at the General Motors Assembly Plant, Arlington, Texas work in contaminated fluids that destroy their shoes; and

WHEREAS, the continual replacement of shoes is a financial strain on the employees.

THEREFORE, BE IT RESOLVED that Local Plant Management will pay a ONE HUNDRED FIFTY DOLLARS & NO/100 (\$150.00) shoe allowance to any operations through the term of the Local Agreement.

Settlement

Management will continue to provide an annual shoe allowance of \$80.00 to the employees that are working on the jobs that the parties have previously agreed upon. The date that will be used to determine who is eligible each year will be October 1st. The Chassis District Committeeperson on each shift will provide the list of eligible employees to the Labor Relations Supervisor. Payment will be made within fifteen (15) days of receipt of the list.

Local Demand 25

WHEREAS, Department 27 is the primary repair department for General Assembly at the General Motors Assembly Plant, Arlington, Texas; and

WHEREAS, Management is requiring Repair to drive vehicles to other areas.

THEREFORE, BE IT RESOLVED that Management **will not** require employees in Department 27 (Repair) drive vehicles.

Settlement

This demand is resolved on the basis that the parties recognize that employees in Department 27 can move vehicles to the next stage of the assembly process after they have completed their designated repair, during regular production hours and scheduled production line time on Friday and Saturday.

Local Demand 27

WHEREAS, the Material Handlers deal with chemicals which damage their clothes.

THEREFORE, BE IT RESOLVED that Management will provide coveralls to all Material Handlers who deal with chemicals.

Settlement

This demand is resolved on the basis that the Material employee assigned to the Salvage/Reliability Support/Chemical Handling job on each shift will be provided coveralls through the current Coverall Exchange Program.

Local Demand 28

WHEREAS, there are A/Rs in Department 50 (Material); and

WHEREAS, the bid process for A/Rs in Department 50 should be modified.

THEREFORE, BE IT RESOLVED that all A/Rs in Department 50 (Material) will be assigned or able to bid different areas by seniority.

Settlement

The parties have had lengthy discussions relative to the use of ARs in the Material Department. In this regard, Management assured the Union that seniority would be a consideration when Material ARs are moved from one group to another.

Local Demand 29

WHEREAS, the current language for Preferred Pool in the Inspection (70) Department states:

“At the present time the ‘preferred pool in Department 70 inspection (sic) consists of the following operations:

- “1. Functioning Team Leaders (8001 classification)
- “2. Team Leader A/R (8001 classification)
- “3. Torque Monitor Team
- “4. GCA Audit Team
- “5. A/R (8000 classification)”

WHEREAS, the current language for Preferred Pool in the Inspection (70) Department should be changed to eliminate the “A/R (8000 classification)”.

THEREFORE, BE IT RESOLVED that the language for Preferred Pool in the Inspection (70) Department will be changed to read:

“At the present time the ‘preferred pool in Department 70 Inspection consists of the following operations:

- “1. Functioning Team Leaders (8001 classification)
- “2. Team Leader A/R (8001 classification)
- “3. Torque Monitor Team
- “4. GCA Audit Team”

Settlement

This demand is resolved on the basis that the following jobs will be considered preferred jobs in the Quality Department:

Team Leader

Team Leader AR

Torque Monitor Team

GCA Team

Local Demand 30

WHEREAS, there may be a need for the creation of new jobs or new functions in the Material Department at the General Motors Assembly Plant, Arlington, Texas.

THEREFORE, BE IT RESOLVED that the Material Manpower Committee at the General Motors Assembly Plant, Arlington, Texas, will negotiate the creation of any new Material jobs or any new Material functions.

Settlement

This demand is resolved on the basis that Management has and will continue to include the Material Union Representatives when new jobs or job rearrangements are being considered in the Material Department.

Local Demand 31

WHEREAS, there is a Dolly Exchange in the Material Department at the General Motors Assembly Plant, Arlington, Texas; and

WHEREAS, the Dolly Exchange should be the job of the Material Handlers.

THEREFORE, BE IT RESOLVED that Management at the General Motors Assembly Plant, Arlington, Texas, will provide Material Handlers with the proper amount of time to exchange dollies;

BE IT FURTHER RESOLVED that the proper amount of time to exchange dollies will be noted on the Material Handlers' job assignment; and

BE IT FURTHER RESOLVED that all parts will be presented to Production workers' jobs in a ready to use condition without any preparations that will inhibit access.

Settlement

This demand is resolved on the basis that the Material Department is responsible to present all material to the various departments for production/ assembly of the product where it is feasible and can be safely performed. Finally, Management assured the Union that where dolly exchange is part of the Material employees' responsibility it would be included in the Standard Time Data for the respective job.

Local Demand 32

WHEREAS, Skilled Trades employees at the General Motors Assembly Plant, Arlington, Texas, are required to take state mandated licensing examinations;

WHEREAS, Skilled Trades employees at the General Motors Assembly Plant, Arlington, Texas, are required to take state mandated annual licensing refresher courses; and

WHEREAS, the Skilled Trades employees are required to pay fees for the refresher courses, and they are required to pay fees for the licensing examinations which puts a burden on Skilled Trades employees.

THEREFORE, BE IT RESOLVED that Management at the General Motors Assembly Plant, Arlington, Texas, will reimburse the examination fees and refresher course fees paid by Skilled Trades employees who are employed by the General Motors Assembly Plant, Arlington, Texas.

Settlement

This demand is resolved on the basis that Management has and will continue to pay for classes and licensing fees for skilled trades employees in accordance with the National Agreement when such classes and licenses are required to perform tasks assigned to them at the plant.

Local Demand 33

WHEREAS, currently Skilled Trades employees at the General Motors Assembly Plant, Arlington, Texas, are forced to work on Saturdays; and

WHEREAS, Skilled Trades employees at the General Motors Assembly Plant, Arlington, Texas, should not be forced to work on Saturdays unless everyone in the Trade has been offered work for that Sunday as well.

THEREFORE, BE IT RESOLVED that Management will not force Skilled Trades employees at the General Motors Assembly Plant, Arlington, Texas, to work on Saturdays unless everyone in the Trade has been offered work for that Sunday as well.

Settlement

This demand is resolved on the basis that Management assured the Union it would continue the current practice of reviewing the weekend work schedules at the weekly Skilled Trades Manpower Meeting.

Local Demand 34

WHEREAS, Toolmakers at the General Motors Assembly Plant, Arlington, Texas, need to have a shop in Paint; and

WHEREAS, the Toolmaker shop in Paint will be maintained by at least one Toolmaker on each shift.

THEREFORE, BE IT RESOLVED that all portable tools and guns at the General Motors Assembly Plant, Arlington, Texas, will be repaired in-house by UAW Local 276 GM Bargaining Unit Skilled Trades employees who are qualified to repair portable tools and guns.

Settlement

This demand is resolved on the basis that Management assured the Union Toolmaker work in the Paint Shop would be handled in accordance with the provisions of Paragraph 183 of the GM-UAW National Agreement. In conjunction with this review under Paragraph 183 of the National Agreement, Management will review the feasibility of performing the work with Toolmakers in the Body Shop or General Assembly.

Local Demand 37

WHEREAS, there is a Point of Use Crib Attendant / Expediter at the General Motors Assembly Plant, Arlington, Texas, that is not being attended by a UAW Local 276 Bargaining Unit employee; and

WHEREAS, there are UAW Local 276 Bargaining Unit employees who are qualified to be a Point of Use Crib Attendant / Expediter.

THEREFORE, BE IT RESOLVED that the Point of Use Crib Attendant / Expediter will be a UAW Local 276 Bargaining Unit employee who is qualified to perform this job; and

BE IT FURTHER RESOLVED that there will be a UAW Local 276 Point of Use Crib Attendant / Expediter on each shift: 1st Shift, 2nd Shift, and 3rd Shift.

Settlement

This demand is resolved on the basis that many of the tasks cited in this demand that were previously done by an Expediter have been transitioned to Skilled Trades Team Leaders in conjunction with the Memorandum of Understanding signed by the parties on 2/14/11 regarding the roles and responsibilities of Skilled Trades Team Leaders.

Local Demand 39

WHEREAS, the Key Man Agreement at the General Motors Assembly Plant, Arlington, Texas, should be eliminated.

THEREFORE, BE IT RESOLVED that Management will eliminate the Key Man Agreement.

Settlement

This demand is resolved on the basis that The Rules for the Administration of Paragraph 71 as it relates to Skilled Trades and our current 'Key Man Agreement', references to team in Section 5a and 5b will be modified to department to ensure that the language matches our current operating practice.

Local Demand 43

WHEREAS, Skilled Trades at the General Motors Assembly Plant, Arlington, Texas, should be paid any time they work through their breaks.

THEREFORE, BE IT RESOLVED that Management will pay all Skilled Trades employees at the General Motors Assembly Plant, Arlington, Texas, any time they work through their breaks.

Settlement

This demand is resolved on the basis that the issue cited in this demand is covered in the 2007 GM-UAW National Agreement in Section 4 of the Contract Settlement Agreement. Management has and will continue to ensure that employees are afforded the relief that they are entitled in accordance with the National Agreement. Problems that arise in this area, can be brought to Management and the Union for resolution.

Local Demand 44

WHEREAS, Skilled Trades employees at the General Motors Assembly Plant, Arlington, Texas, are to be fully utilized; and

WHEREAS, the definition of “full utilization” is not agreed upon between the Union and Local Plant Management.

THEREFORE, BE IT RESOLVED that “full utilization” of Skilled Trades employees at the General Motors Arlington Assembly Plant will be defined as working twelve (12) hours per day seven (7) days per week.

Settlement

This demand is resolved on the basis that full utilization will be defined as five (5) ten (10) hour days and two (2) eight (8) hour days, for the affected trades, when contractors are performing normal and historical work in the plant not associated with new product plant rearrangement or new product equipment installation. In addition, full utilization will be defined as seven (7) eight (8) hour days, for the affected trades, when contractors are in the plant for new product plant rearrangement and new product installation

associated with new products. In all cases, it is clearly understood, that full utilization is only required on days that contractors are working in the plant. On days that contractors are not working, there is no full utilization required.

Local Demand 45

WHEREAS, Skilled Trades employees at the General Motors Assembly Plant, Arlington, Texas, have a break room that is located in a hot area of the plant; and

WHEREAS, the temperature in the Skilled Trades break room does not allow the Skilled Trades employees to cool off.

THEREFORE, BE IT RESOLVED that Management will provide a temperature-controlled break room for Skilled Trades employees.

Settlement

This demand is resolved on the basis that Management will provide a temperature-controlled environment for Skilled Trades teams to meet.

Local Demand 46

WHEREAS, employees at the General Motors Assembly Plant, Arlington, Texas, are required to apply for vacation during a set time period each year;

WHEREAS, there are employees who apply for and receive approved vacation who then come to work rather than take the approved vacation; and

WHEREAS, this practice puts a hardship on other employees who were not able to get their vacation time approved because the dates were already in use.

THEREFORE, BE IT RESOLVED that Management at the General Motors Assembly Plant, Arlington, Texas, will penalize any employee at the General Motors Assembly Plant, Arlington, Texas, who requests and receives an approved vacation period but then comes to work instead.

Settlement

This demand is resolved on the basis that employees that report to work on scheduled vacation days will be sent home promptly by Management.

Local Demand 48

WHEREAS, all employees entering into the Paint Department need to have training on both health and safety before entering the department.

THEREFORE, BE IT RESOLVED that all employees, especially Skilled Trades employees, entering into the Paint Department will be required to attend health and safety orientation class as to the hazards that a person should know about when working in the Paint Department; and

BE IT FURTHER RESOLVED that examples for orientation would be: Possible reactions to the Phosphate and ELPO material if one is exposed; special procedures before entering a Formaldehyde ridden area, etc.

Settlement

This demand is resolved on the basis that Management recognizes its responsibility to properly train employees before they are assigned to work in restricted areas. In this regard, Management assured the Union that employees would not be assigned to work in restricted areas without the proper training and PPE.

Local Demand 49

WHEREAS, the language on page 154, paragraph 81, Settlement paragraph, of the 2007 Local Agreement should be revised.

THEREFORE, BE IT RESOLVED that the language on page 154, paragraph 81, Settlement paragraph, of the 2007 Local Agreement should be revised to read:

“In all cases it is clearly understood that full utilization is only required on weeks that contractors are working in the plant. On weeks the contractors are not working, Trades affected will be offered one (1) additional week of full utilization after the contractors have completed their job.”

Settlement

This demand is resolved on the basis that the issue contained will be resolved on the outcome of Local Demand #44.

Local Demand 50

WHEREAS, Skilled Trades employees are required to work on Saturdays and/or Sundays; and

WHEREAS, Skilled Trades employees, who have an approved vacation, are required to work on Saturdays and/or Sundays before a holiday as defined in the National Agreement that falls either on a Friday or a Monday.

THEREFORE, BE IT RESOLVED that Management will not require any Skilled Trades employee, who has an approved vacation that will start on the next scheduled workday after a holiday, as defined in the National Agreement that falls either on a Friday or a Monday, to work on the Saturday and/or Sunday prior to the approved vacation day following the holiday.

Settlement

Skilled Trades employees who are on a five day eight hour schedule and have an approved vacation day on Thursday preceding a Friday Holiday or an approved vacation day on Tuesday following a Monday Holiday will not be required to work the Saturday or Sunday following the Friday Holiday or preceding the Monday Holiday.

Local Demand 52

WHEREAS, Skilled Trades employees are forced to work overtime on weekends; and

WHEREAS, Management turns off the air conditioning on the weekend, even with the extreme heat and humidity along with poor air circulation.

THEREFORE, BE IT RESOLVED that Local Plant Management will continue the air conditioning on weekends to relieve Skilled Trades employees of the extreme heat, humidity, and poor air circulation.

Settlement

Under current operating conditions, Management assured the Union that it would continue its current practice of operating one chiller during the summer months when production is not running and there are limited skilled trades employees scheduled to work. Problems that arise in this area can be brought to the respective area Technical Superintendent for resolution.

Local Demand 55

WHEREAS, Management has failed to post jobs in a timely manner;

WHEREAS, Management has failed to state that postings would occur after an employee returns from a Leave of Absence longer than thirty (30) days;

WHEREAS, Management uses the reason there is no manpower to fill the job [This is an admission, confession, and conceding that lack of manpower.]; and

WHEREAS, This violates employees' rights to use seniority to move from one job to the other.

THEREFORE, BE IT RESOLVED that language be added stating that "Jobs will be posted no later than the following Thursday of each example listed below..."

Settlement

The parties have had lengthy discussions surrounding the issue contained in this demand. Management assured the Union that the Job Posting process for Skilled Trades would be followed as defined in our Local Agreement. In addition, Management will include the Skilled Trades Committee persons in decisions about moving employees to cover the resulting openings.

Local Demand 57

WHEREAS, there are Trim Carriers in GA.

THEREFORE, BE IT RESOLVED that the Trim carriers in GA Assembly will be returned to the Tooling department where they have always been.

Settlement

This demand is resolved on the basis that the National Parties have agreed in the Memorandum of Understanding RE: Document 112 – 2007 GM-UAW National Agreement, National Parties Interpretation dated May 15, 2009 that Millwrights, Pipefitters and Toolmakers will be combined into a Mechanical classification. This document stated: ‘It will be the responsibility of the local parties to identify the specific training plans for their sites, subject to the approval of the GM-UAW Skilled Trades and Apprentice Committee. Furthermore, the parties agree that in the event future skilled maintenance employees are not available from the existing GM-UAW skilled trades resources, the parties will acquire or train individuals in either the electrical or mechanical classification to meet Management’s future staffing needs for Manufacturing Maintenance’. In this regard, the work referenced in this demand can be done by Millwrights or Toolmakers as they have each been trained in the performance of these tasks.

Local Demand 58

WHEREAS, pages 237-238, Local Demand 191, Settlement of the 2003 Local Agreement should be reinstated; and

WHEREAS, also, pages 237-238, Local Demand 191, Settlement of the 2003 Local Agreement should be amended.

THEREFORE, BE IT RESOLVED that pages 237-238, Local Demand 191, Settlement of the 2003 Local Agreement will be reinstated: and

BE IT FURTHER RESOLVED that pages 237-238, Local Demand 191, Settlement of the 2003 Local Agreement should be amended to add:

“At least twelve percent (12%) will be defined as a requirement to always round up until 12% is achieved.”

Settlement

This demand is resolved on the basis that Management will continue its current practice of allowing up to 12% of the skilled trades workforce to take vacation by trade, by shift, for applications that are submitted during the annual sign-up period in February of each year. Applications that are submitted on March 1 or after will be handled on a first come, first serve basis by trade, by shift, by department.

Local Demand 59

WHEREAS, the Skilled Trades Overtime Chart has an “hours” gap between shifts; and

WHEREAS, the Skilled Trades Overtime Chart “hours” gap between shifts should be maintained.

THEREFORE, BE IT RESOLVED that Management will maintain the Skilled Trades Overtime Chart “hours” gap between shifts on the B-Chart at a maximum of one hundred fifty (150) hours.

Settlement

The parties have held lengthy discussions surrounding the issue contained in this demand. However, there are many factors that contribute to the difference in hours between shifts such as productions schedules, double charging, varying numbers of employees on each shift, overs and unders, etc. As a result, however, issues that arise in this area, can be brought to the Skilled Trades Manpower meeting for discussion and resolution.

Local Demand 60

WHEREAS, currently the Weekend Asking Survey for Skilled Trades is conducted more than two (2) weeks in advance; and

WHEREAS, the Weekend Asking Survey for Skilled Trades timing should be modified.

THEREFORE, BE IT RESOLVED that the Weekend Asking Survey for Skilled Trades will not be conducted more than two (2) weeks in advance; and

BE IT FURTHER RESOLVED that forcing and unforcing for weekend work will take place one week in advance, bringing the Local practice in line with the National Agreement.

Settlement

This demand is resolved on the basis that the issue contained herein has previously been resolved between the parties and is contained in the Rules for the Administration of Paragraph 71 in the Local Agreement. This will be carried forward into the 2011 Local Agreement.

Local Demand 61

WHEREAS, the language on page 107, section 2, of the 2007 Local Agreement states:

“Settlement This demand is resolved on the basis that a microwave and a refrigerator have been made available in the Powerhouse break area. In addition, Management assured the Union that break area would be properly maintained. Any problems that arise in this area can be brought to the Facility Area Manager for resolution.”

THEREFORE, BE IT RESOLVED that Management abide by the language on page 107, section 2, of the 2007 Local Agreement;

BE IT FURTHER RESOLVED that Management install a new microwave oven and refrigerator in the Powerhouse Operator’s Team Room;

BE IT FURTHER RESOLVED that Management paint and install new ceiling and floor in the Powerhouse Operator’s Team Room;

BE IT FURTHER RESOLVED that Management install a new floor and paint the Powerhouse Operations’ Control Booth; and

BE IT FURTHER RESOLVED that Management provide new chairs for Operations Control Booth and Operator's Team Room.

Settlement

This demand is resolved on the basis that Management will have the floor tiled in the Control Room of the Powerhouse. In addition, this Team Room in the Powerhouse will be brought up to the GMS standards for Team Rooms that have been agreed to by the local parties at GMVM – Arlington, including the purchase of a microwave oven and refrigerator. Finally, the parties recognize that it is the responsibility of the team to maintain the Team Room and the Team Room facilities.

Local Demand 62

WHEREAS, the language on pages 142, Local Demand 36 Settlement, of the 2007 Local Agreement states:

Settlement The parties have had lengthy discussions surrounding the issues that gave rise to this demand. In this regard, Management assured the Union that it would review the Unions (sic) concerns with the Technical Superintendents as the terms of the 2007 Local Agreement are rolled out. Management will utilize the option of offering 'overs & unders' prior to forcing employees to work unwanted overtime, when it can be done on work assignments or tasks which are continuing across all three shifts, without impact to the overtime work assignment of the efficiency of operation." (sic)

WHEREAS, the language on pages 142, Local 36 Settlement, of the 2007 Local Agreement should be amended

THEREFORE, BE IT RESOLVED that the language on pages 142, Local 36 Settlement, of the 2007 Local Agreement states:

Settlement The parties have had lengthy discussions surrounding the issues that gave rise to this demand. In this regard, Management assured the Union that it would review the Unions (sic) concerns with the Technical Superintendents as the terms of the 2007 Local Agreement are rolled out. Management will utilize 'overs & unders' of all volunteers regardless of the job or situation prior to forcing employees to work unwanted overtime."

Settlement

This demand is resolved on the basis that the parties signed a Memorandum of Understanding on 4/15/11 in an effort to address issues raised by the local union on the number of skilled trades employees that were being forced to work weekends. This MOU is scheduled to expire on 11/6/11. The parties will meet prior to its expiration to discuss this MOU. In the event the MOU is not extended, Equalization of Overtime for Skilled Trades employees will revert back to being offered site wide by trade, by shift.

Local Demand 63

WHEREAS, the settlement language on page 226, Local Demand 138, of the 2003 Local Agreement states:

“Settlement: This demand is resolved on the basis that Management stated its’ (sic) intent was not to force employees to work holidays on a routine basis. However, the parties clearly understand that emergencies may arise that could require employees to be forced to work on a holiday. Problems that arise in this area can be brought to the Engineering Manager for resolution.”

WHEREAS, the settlement language page 226, Local Demand 138, of the 2003 Local Agreement should be amended.

THEREFORE, BE IT RESOLVED that the settlement language page 226, Local Demand 138, of the 2003 Local Agreement will be amended to read:

“Settlement: This demand is resolved on the basis that Management **WILL NOT FORCE** any employee to work on any of the holidays specified in paragraph (203) of the National Agreement.”

Settlement

This demand is resolved on the basis that Management stated its intent was not to force employees to work Holidays on a routine basis. However, the parties clearly understand that emergencies may arise that could require employees to be forced to work on a Holiday. Problems that arise in the area can be brought to the Skilled Trades Manpower Committee for resolution.

Local Demand 67

WHEREAS, the language on page 149, Local Demand 70, of the 2007 Local Agreement was settled as:

“Settlement: This demand is resolved on the basis that Management assured the Union that when contractors are in the plant performing normal and historical Toolmaker work it would be handled in accordance with the provisions of Paragraph 183 (sic) of the GM-UAW National Agreement.”
(sic)

THEREFORE, BE IT RESOLVED the language on page 149, Local Demand 70, of the 2007 Local Agreement will be brought forward to read:

“Settlement: This demand is resolved on the basis that Management assures the Union that, when contractors are in the plant performing normal and historical Toolmaker work or when contractors are off-site performing normal and historical Toolmaker work, it would be handled in accordance with the provisions of paragraph (183) of the GM-UAW National Agreement.”

Settlement

This demand is resolved on the basis that Management assured the Union that when contractors are in the plant performing normal and historical Toolmaker work it would be handled in accordance with the provisions of Paragraph 183 of the GM-UAW National Agreement.

Local Demand 68

WHEREAS, the language on page 153, Local Demand 80, of the 2007 Local Agreement states:

“Settlement: This demand is resolved on the basis that Management will provide a Cutter Grinder for the Body Shop. In addition, training will be provided to employees who are required to utilize this equipment.”

WHEREAS, the language on page 153, Local Demand 80, of the 2007 Local Agreement is not being followed.

THEREFORE, BE IT RESOLVED that Management will purchase one (1) new cutter-grinder with all accessories for the Body Shop; and

BE IT FURTHER RESOLVED that Management will purchase one (1) new cutter-grinder with all accessories for GA; and

BE IT FURTHER RESOLVED that Management will ensure that all necessary cutter-grinder training for Toolmakers will be by a certified instructor.

Settlement

This demand is resolved on the basis that Management will purchase for use in General Assembly a similar piece of equipment to that which was provided for use by Toolmakers in the Body Shop.

Local Demand 71

WHEREAS, Skilled Trades employees at the General Motors Arlington Assembly Plant are required to work on Saturday and Sunday; and

WHEREAS, the Skilled Trades employees who have approved vacation on Friday and/or Monday should have an additional weekend off.

THEREFORE, BE IT RESOLVED that a Skilled Tradesperson who has an approved vacation for Friday and/or Monday will get the weekend before or after the approved vacation day.

Settlement

Skilled Trades employees that are assigned to a four-day ten-hour schedule and have an approved vacation day for Thursday will not be required to work the Friday, Saturday or Sunday immediately following their approved vacation day. In addition, Skilled Trades employees that are on a five-day eight-hour schedule, will not be required to work on Saturday or Sunday immediately following an approved vacation for Friday or preceding an approved vacation for Monday.

Local Demand 73

WHEREAS, trains are allowed to come inside the General Motors Assembly Plant, Arlington, Texas; and

WHEREAS, the locomotive of the train continues to run while the train is inside the building; thereby, causing a health risk.

THEREFORE, BE IT RESOLVED that Management will not allow train's locomotive to continue to run while the train is inside the building.

Settlement

Local Management will work with our rail carrier to establish an effective and efficient process for material delivery to the Plant in which locomotives will not be brought inside the building with the engine idling. The process will be reviewed with the Local Joint Health and Safety Committee for input before it is implemented.

Local Demand 75

WHEREAS, the language in Local Demand 8 should be changed.

THEREFORE, BE IT RESOLVED that Local Plant Management will change the language in in Local Demand 8 to read: Clean the fans in the Body Shop once quarterly.”

Settlement

This demand is resolved on the basis that fans at GMVM-Arlington will be cleaned on an as needed basis. Issues relative to specific areas of concern will be addressed by the parties.

Local Demand 76

WHEREAS, the Finesse Deck area, the air conditioning and heating need to be not only repaired but also maintained; and

WHEREAS, in the Finesse Deck area the temperatures range from 92 degrees in the summer to the low forties in the cold winter; and

WHEREAS, in the Finesse Deck area vents that work blow on top of you which is not a good work environment.

THEREFORE, BE IT RESOLVED that Management will institute a program to repair the air conditioning and heating system in the Finesse Deck Area.

Settlement

This demand is resolved on the basis that Management will ensure that the ventilation system in Finesse Deck area is maintained in proper working order.

Local Demand 77

WHEREAS, employees at the General Motors Assembly Plant, Arlington, Texas, receive a hard copy of Local Agreement after it has been ratified; and

WHEREAS, in the age of technology, it would be beneficial to employees in the Bargaining Unit at the General Motors Assembly Plant, Arlington to be able to access the 2011 Local Agreement online.

THEREFORE, BE IT RESOLVED that Management at the General Motors Assembly Plant, Arlington, Texas, will provide a hard copy of the 2011 Local Agreement to all employees in the Bargaining Unit; and

BE IT FURTHER RESOLVED that Management at the General Motors Assembly Plant, Arlington, Texas, will also provide a digital copy of the 2011 Local Agreement to all employees in the Bargaining Unit.

Settlement

This demand is resolved on the basis that a disc containing 2011 Local Agreement Demand settlements and Contractual Agreements will be furnished to the Shop Chairperson, Zone Committeeman and the District Committeepersons.

Local Demand 78

WHEREAS, the General Motors Arlington Plant Fitness Center is not regularly cleaned;

WHEREAS, the General Motors Arlington Plant Fitness Center equipment is not regularly maintained;

WHEREAS, the General Motors Arlington Plant Fitness Center equipment is in need of repair and/or replacement; and

WHEREAS, the General Motors Arlington Plant Fitness Center dressing and shower rooms are in need of repair.

THEREFORE, BE IT RESOLVED that the General Motors Arlington Plant Fitness Center be cleaned at a minimum of once per each of the three (3) shifts on a daily basis;

BE IT RESOLVED that the Fitness Center equipment be inspected and repaired at a minimum of once per annual quarter;

BE IT RESOLVED that, within ninety (90) days of ratification of the 2011 Local Agreement, Management will make a final determination as to the repair and replacement of equipment and facilities required to create an environment that is distinguished and worthy of the physical fitness intent of the Arlington UAW-GM Fitness Center.

Settlement

This demand is resolved on the basis that the fitness center is on a schedule for regular cleaning. In addition, Management will continue its current practice of inspections and repairs as required.

Local Demand 79

WHEREAS, the Joint Learning Center Trailers at the General Motors Arlington Plant are in need of repair.

THEREFORE, BE IT RESOLVED that, within ninety (90) days of ratification of the 2011 Local Agreement, Management will make a final determination as to the repairs required to create an environment that is distinguished and worthy of the educational intent of the Arlington UAW-GM Joint Learning Center.

Settlement

The parties agreed that the subject of this demand is properly a topic of discussion for the national parties. The local parties will be guided by agreements which may be reached during those discussions.

Local Demand 81

WHEREAS, maintaining an environment that encourages continuous learning has a positive impact on the plant culture, the Local Union, and the community at large; and

WHEREAS, the Joint Learning Center has been non-operational since September 2009.

THEREFORE, BE IT RESOLVED that the Joint Learning Center will operate / provide services at a minimum of forty (40) hours per week, utilizing an hourly Joint Learning Center Administrator on a fulltime basis.

Settlement

The parties agreed that the subject of this demand is properly a topic of discussion for the national parties. The local parties will be guided by agreements which may be reached during those discussions.

Local Demand 82

WHEREAS, hourly employees are required to travel on non-scheduled Production days to attend training and/or conduct other company business; and

WHEREAS, hourly employees are not compensated for such travel.

THEREFORE, BE IT RESOLVED that hourly employees will be compensated on non-scheduled Production days for travel for training and/or conducting other company business.

Settlement

The parties agreed that the subject of this demand is properly a topic of discussion for the national parties. The local parties will be guided by agreements which may be reached during those discussions.

Local Demand 83

WHEREAS, hourly employees at the General Motors Arlington Assembly Plant are required to have certain training; and

WHEREAS, hourly employees are utilized to conduct Health and Safety Training; and

WHEREAS, hourly employees are not utilized to conduct Leadership, Quality Network/GMs, and Technical Training.

THEREFORE, BE IT RESOLVED that hourly employees will be assigned to the Training Department (80) and those same hourly employees will be designated to conduct Leadership, Quality Network/GMS, and Technical Training on a fulltime basis.

Settlement

The parties agreed that the subject of this demand is properly a topic of discussion for the national parties. The local parties will be guided by agreements which may be reached during those discussions.

Local Demand 84

WHEREAS, the water fountains in the plant need to be either repaired or replaced.

THEREFORE, BE IT RESOLVED that Management will either repair or replace any water fountain that is not functioning.

Settlement

This demand is resolved on the basis that Management assured the Union that the water fountains would be maintained in proper working order. Issues that arise in this area can be brought to the Facility Area Manager for resolution.

Local Demand 85

WHEREAS, the ice machines in the plant need to be either repaired or replaced.

THEREFORE, BE IT RESOLVED that Management will either repair or replace any ice machine that is not functioning.

Settlement

This demand is resolved on the basis that the ice machines will be maintained in good working order. Problems that arise in this area can be brought to Facilities Area Manager for resolution.

Local Demand 86

WHEREAS, the Health and Safety Representatives at the General Motors Assembly Plant, Arlington, Texas, are in need of a covered golf cart to properly perform their jobs.

THEREFORE, BE IT RESOLVED that Management will provide the Health and Safety Representatives at the General Motors Assembly Plant, Arlington, Texas, a covered golf cart to be used for cases of emergencies, breakdowns, and unforeseen calls to allow the Health and Safety Representatives to get to the site quicker.

Settlement

This demand is resolved on the basis that Management will work with the lessor of the mobile equipment to replace the current unit with a covered unit for use by the Joint Health & Safety Team.

Local Demand 88

WHEREAS, the tables in the cafeteria need to be cleaned.

THEREFORE, BE IT RESOLVED that the tables in the cafeteria will be cleaned and wiped with a disinfecting solution; and

BE IT FURTHER RESOLVED that the tables in the cafeteria will be cleaned and wiped with a disinfecting solution two (2) times per day on the days that Production is scheduled to work.

Settlement

Satisfactorily resolved on the basis that the cafeteria will be cleaned as required. It is understood that employees share in the responsibility to maintain cafeteria cleanliness.

Local Demand 89

WHEREAS, the elected Committeepersons need an office to conduct confidential interviews, have computer access, etc.

THEREFORE, BE IT RESOLVED that Management will provide each Committeeperson with an office with a phone, computer, and printer, along with all the necessary supplies and equipment.

Settlement

This demand is satisfactorily resolved based on the discussion between the parties.

Local Demand 90

WHEREAS, the GM TKS Time Keeping system monitors, like the one at M-5, does not work properly.

THEREFORE, BE IT RESOLVED that Management will replace the GM TKS Time Keeping system monitors, at M-5.

Settlement

This demand is satisfactorily resolved based on the discussion between the parties.

Local Demand 91

WHEREAS, the Battery Guns need to be repaired or replaced from time-to-time; however, there are not any on hand.

THEREFORE, BE IT RESOLVED that Management will provide an exchange system Battery Gun replacement and/or repair; and

BE IT FURTHER RESOLVED that Management will keep Battery Guns on hand in-house.

Settlement

Management will keep an appropriate number of battery guns on hand to ensure that employees who need them to perform their job will have them available.

Local Demand 92

WHEREAS, the sequence racks need to be replaced.

THEREFORE, BE IT RESOLVED that Management will replace all sequence racks and they will be repaired every three (3) months.

Settlement

Sequencing racks will be repaired or replaced as required.

Local Demand 94

WHEREAS, there are inoperative microwave ovens in numerous Team Rooms and break areas.

THEREFORE, BE IT RESOLVED that Local Plant Management will replace all inoperative microwave ovens in all Team Rooms and all break areas; and

BE IT FURTHER RESOLVED that all microwave ovens in all Team Rooms and break areas will be maintained in proper working condition for the life of the 2011 Local Agreement.

Settlement

This demand is resolved on the basis that Management will ensure that microwaves in team rooms and break rooms are maintained and kept in proper working order.

Local Demand 96

WHEREAS, the fax machine in the main Committee Room is deemed inoperable.

THEREFORE, BE IT RESOLVED that Local Plant Management will replace the fax machine in the main Committee Room with a new one for the use by the Shop Committee.

Settlement

This demand is resolved on the following statement for the minutes only: Management will purchase a fax machine for use by the Union in the Work Center. Expenses associated with the operation of this fax machine after the original purchase will be the responsibility of the Local Union.

Local Demand 97

WHEREAS, currently there is no language on what happens to a Team Leader that is bumped by a returning Team Leader from Sick Leave.

THEREFORE, BE IT RESOLVED that language will be developed on what happens to a Team Leader that is bumped by a returning Team Leader from Sick Leave.

Settlement

This demand is resolved on the basis that Section 10 (d) of the Transfer Agreement still be modified to read as follows:

A Functioning Team Leader returning from a Leave of Absence of greater than thirty (30) calendar days and less than six (6) months will have the right to go back to their Team seniority permitting. If the Functioning Team Leader does not have seniority over his or her replacement, the Functioning Team Leader will have the option of bumping the low seniority Functioning Team Leader in that department seniority permitting, on that shift, or go to the A/R pool. The functioning Team Leader that is displaced by the Team Leader returning from Sick Leave will also have the option of bumping the low seniority Functioning Team Leader, in that department, seniority permitting, on that shift, or go to the Team Leader A/R pool.

Local Demand 98

WHEREAS, the language for secondary openings should be modified.

THEREFORE, BE IT RESOLVED that secondary openings resulting from job postings will be filled by allowing seniority employees on the Team to fill the opening first; and

BE IT FURTHER RESOLVED that employees in the Team will realign and the open job will be posted.

Settlement

This demand is resolved on the basis that Section C (8) of the Arlington Local Transfer Agreement will be modified as follows:

Subsequent secondary opening resulting from the posting will be filled by allowing the seniority employees on the team to fill the opening. The highest seniority employee on the team will have the first opportunity, then in declining seniority order until the opening is filled. It is understood that this procedure will provide opening for one (1) move on this team. The opening which results from this move will be posted department wide. The secondary opening resulting from the second posting will be filled by allowing the seniority employees on this team to fill the opening. The highest seniority employee on the team will have the first opportunity, then in declining seniority order until the opening is filled. It is understood that this procedure will provide for one (1) move on this team. The opening that results from these moves will be filled by Management & Union.

Finally, in Section C (9) the number of moves allowed for scoping of Team Leaders will be reduced from four (4) to two (2).

Local Demand 99

WHEREAS, the bathrooms at the GM Assembly Plant, Arlington, Texas, are not being cleaned;

WHEREAS, the bathrooms at the GM Assembly Plant, Arlington, Texas, are not being properly maintained;

WHEREAS, the frequency of cleaning the floor, sinks, toilets, and stalls needs to be increased; and

WHEREAS, feminine hygiene products, toilet seat covers, and other products are routinely out.

THEREFORE, BE IT RESOLVED that Local Plant Management will cause all bathrooms located inside the GM Assembly Plant, Arlington, Texas, to be properly cleaned as well as properly maintained on a more frequent basis of at least twice a day or more; and

BE IT FURTHER RESOLVED that Local Plant Management will cause the restocking of feminine hygiene products, toilet seat covers, and other products to be done at least twice a day

Settlement

The restrooms at the Arlington facility are on a regular cleaning schedule which includes the restocking of all supplies that employees use. Issues surrounding the cleanliness of a restroom or a shortage of supplies can be brought to the Facilities Area Manager for resolution.

Local Demand 103

WHEREAS, the air conditioning system on the Care Line stays broken and is not maintained.

THEREFORE, BE IT RESOLVED that the air conditioning system for the Care Line at the General Motors Arlington Assembly Plant will be repaired or replaced; and

BE IT FURTHER RESOLVED that Management will institute a regular maintenance schedule for the air conditioning system for the Care Line.

Settlement

This demand is resolved on the basis that Management assured the Union that the air-conditioning system for the Care Line would be maintained in good working order. Problems that arise in this area can be brought to Management for resolution.

Local Demand 105

WHEREAS, Management at the General Motors Assembly Plant, Arlington, Texas, has continually changed the posted line time after the second break for all shifts; and

WHEREAS, changing the line time after the second break does not give the employees appropriate time to adjust their personal schedules.

THEREFORE, BE IT RESOLVED that Local Plant Management will not change the quitting time within thirty (30) minutes of the posted line time.

Settlement

This demand is resolved on the basis that Management will endeavor not to change the quitting time within thirty (30) minutes of the posted line time. Management will continue to abide by the local demand 18 of the 1999 local agreement.

Local Demand 106

WHEREAS, Management has designated seven percent (7%) of each department current total population across Division I, off work for vacations pursuant Paragraphs 202(h) and 194 of the National Agreement.

THEREFORE, BE IT RESOLVED that the A/R Pool in each department is assigned to the department for vacation purposes and will be used to allow any employee who needs to be off, no matter what group the A/R is assigned to;

BE IT FURTHER RESOLVED that A/Rs should cover any employee in the department who needs to be off; and

BE IT FURTHER RESOLVED that the full seven percent (7%) will be by department not by group.

Settlement

The parties have held lengthy discussions surrounding the concerns cited by the Union in this demand. Management and Union have worked diligently to ensure that all employees have the ability to utilize their allocated vacation hours as required by the National Agreement. In this regard, Management will continue to strive to allow up to 7% of the workforce to be off on vacation by shift, by department. However, the parties recognize that there may be occasions when the number of approved vacations in a department may be less than 7%, when the granting of an additional vacation would have an adverse impact on the efficiency of the department. Issues that arise in this area can be brought to the departmental manpower committee for resolution.

Local Demand 107

WHEREAS, employees at the General Motors Assembly Plant, Arlington, Texas, are being charged either VP or VR time if they are out on Friday or Saturday.

THEREFORE, BE IT RESOLVED that Management will allow/approve any Friday or Saturday off for any employee without charging the employee VP or VR if they have approved vacation for the following week; and

BE IT FURTHER RESOLVED that this is more fully clarified that on any week that has an approved vacation of Monday through Thursday and the employee wants Friday and/or Saturday off, the employee will not be

charged either VP or VR time for the Friday and/or Saturday immediately prior to or immediately following the approved vacation time of Monday through Saturday.

Settlement

This demand is resolved on the basis that Management will continue its current practice of allowing employees, who are on a four (4) day ten (10) hour schedule to be excused from overtime work on Friday and/or Saturday when they have an approved vacation day for the Thursday preceding the Friday and/or Saturday.

Local Demand 108

WHEREAS, Management at the General Motors Assembly Plant, Arlington, Texas, makes decisions regarding Production; and

WHEREAS, the Production changes should be made with input from Production employees to ensure efficiency in Production.

THEREFORE, BE IT RESOLVED that Local Management will include all UAW Local 276 members in all daily decisions involving Production;

BE IT FURTHER RESOLVED that the decisions will be communicated to all Committeepersons, the Committeeperson-at-Large, and the Shop Chairperson individually prior to implementation in accordance with the “no surprises” agreement; and

BE IT FURTHER RESOLVED that any changes involving an individual’s job, should be communicated to that individual directly.

Settlement

The leadership at GMVM-Arlington has worked diligently to create an atmosphere of open communication based on the foundation of ‘no surprises.’ This means that we must always attempt to view issues, situations, and initiatives from the perspective of the other party. If either party determines that these matters might impact the business of the other, we must then take steps to communicate our concerns to the other in a

timely manner to ensure that we are both basing our plans and actions from a common base of knowledge. This way we are often able to avoid unnecessary misunderstandings. If we follow this as an operating basis for our dealings with each other, we will develop a basis for mutual trust. Trust cannot be demanded by either party; it must be earned. We are committed to lead others in the development of this type of relationship with their Union and Management counterparts. To help build on our common knowledge base, following the conclusion of these local negotiations, the parties will do a comprehensive review of the GMS principles and overall status to those objectives. It is our goal that these reviews will increase our common knowledge base and lead to a more trusting relationship based on a better understanding of each other's concerns.

Local Demand 110

WHEREAS, Team Leader / Team Member Absentee Replacement (A/R) are not offered the overtime of the employee he/she is replacing for that shift; and

WHEREAS, the Team Leader / Team Member Absentee Replacement (A/R) should be offered the overtime of the employee he/she is replacing for that shift.

THEREFORE, BE IT RESOLVED that the Team Leader / Team Member Absentee Replacement (A/R) will be offered the overtime of the employee he/she is replacing for that shift;

BE IT FURTHER RESOLVED that the Team Leader / Team Member Absentee Replacement and the employee who is being replaced will be charged all hours worked or offered;

BE IT FURTHER RESOLVED that the overtime will be equalized by employees in the Team; and

BE IT FURTHER RESOLVED that the Team Leader will equalize with the Team he/she serves.

Settlement

This demand is resolved based on the basis that ARs in Material will be offered the opportunity to work overtime by the position on the Paragraph 71 chart of the employee they are replacing.

Local Demand 111

WHEREAS, there is metal rework that needs to be done in Body Shop; and

WHEREAS, outside contractors are being brought in to rework Class A metal.

THEREFORE, BE IT RESOLVED that all metal rework be done by Body Shop Metal Finish Pool; and

BE IT FURTHER RESOLVED that all contractor rework / supplier rework will be done outside the GMVM facility.

Settlement

This demand is resolved on the basis that the parties recognize the importance of having vendors responsible for the quality of the parts used in our assembly process. World class quality parts are necessary to build world class vehicles. In this regard, the quality of components used by GM-UAW employees in the assembly process of our vehicles is solely the responsibility of the supplier. The sorting and repair of defective parts will be handled by the supplier as directed by the Quality Department. The sorting and repair process will be done on-site at an isolated area, off the assembly line. The Quality Operations Manager will notify the Shop Chairperson and District Committeeperson when a supplier will have representatives in the plant sorting or repairing parts.

Management Initiative 1

In conjunction with the full implementation of the GMS Principles, the parties recognize that Group Leaders are an integral part of GMS & Team Concept and will be allowed to participate in Team Meetings as required. In addition, the parties will review the current team meeting schedule and time

allotment in an effort to provide appropriate time for teams to meet while providing flexibility to meet both production schedules and the needs of the business.

Settlement

The parties recognize that the Group Leader is an integral part of GMS Implementation. In general, Group Leaders will begin Team Meetings with information to share with the Teams and then allow the Teams to conduct their business. Management recognizes that teams may have issues that need to be discussed without the presence of the Group Leader. Management will notify the Teams prior to meetings of Management personnel who will be present at meetings. Finally, following the conclusion of local negotiations, Union & Management will meet to review the structure of Team Meetings at GMVM-Arlington. This review will include the content, time, length, and day of the meetings.

Management Initiative 10

Layoff Provisions will be modified to establish a six (6) month period prior to converting to permanent layoff.

Settlement

This Management initiative is resolved on the basis that the Layoff Provisions in Section III (E) of the Local Seniority Agreement will be modified to allow up to thirty (30) days to level the Plant.

Management Initiative 15

Temporary employees may be assigned to any department to meet the manpower needs of the department.

Settlement

This Management proposal is resolved on the basis that temporary employees may be assigned to any department with the exception of departments 28 & 70. Temporary needs in these areas will be handled by the district committeepersons in a manner similar to how those needs have been handled in 2009 & 2010, with the exception that the opening

created by seniority employees moving to departments 28 and/or 70 to fill vacation needs will not be considered primary openings. Finally, temporary employees will not be utilized to fill Team Leader openings.

Management Initiative 16

The Team Leader Selection and Deselection processes will be reviewed and modified to ensure Team Leaders demonstrate the required skills and competencies to successfully support Team Members.

Settlement

It is agreed that following conclusion of local negotiations, the parties will review and modify as appropriate the Team Leader Selection and Deselection processes to ensure that all Team Leaders demonstrate the required skills and competencies to successfully support Team Members and the implementation of GMS at GMVM-Arlington.

Management Initiative 17

In an effort to provide a safe working environment, while assembling the quality vehicles our customers demand, TV Monitors will only be provided and maintained in Team Rooms as a communication tool for both Management and Union.

Settlement

The parties have held lengthy discussions on the use of TV monitors in the GMVM-Arlington facility. The function of these monitors is a communication device for both Management and the Union. In this regard, Management will ensure that the TV Monitors in the Team Rooms will be maintained in good working or replaced if they are inoperable. It is Management's intention to leave the line side TV Monitors in place. However, as they become inoperable, they will not be replaced.



2007 DEMANDS/SETTLEMENTS

Local Demand 2

BODY SHOP PICNIC TABLE – Management will provide a covered picnic table outdoors on the North side of Body shop.

Local Demand 17

SPRAY PAINTING – There will be no spray painting on the Mask Deck A during the production hours.

Local Demand 22

GUN TECH SHIFT PREFERENCE – The Gun Technician Operators will be considered a separate group for the purpose of shift preference.

Local Demand 30

C-15 WASH BASIN AND WATER FOUNTAIN – Management agrees to install a wash basin and stock it with soap and towels as well as provide a water fountain at C-15.

Local Demand 42

CONTRACTOR NOTICE – Management will notify the Shop Chairperson and/ or Zone Committeeperson, in advance, when contractors are going to be in the plant. The intent of this notification is to provide advance notice, to the Union, of contractors which have not been previously covered in a Paragraph 183 Notice.

Local Demand 69

TRADES/DUAL SUPERVISION – Instructions are typically given to an employee by their supervisor. However, there are occasions where corrective or additional instructions will be given by others. In any event, employees will be expected to follow the last instructions given to them by a member of management. Finally, management assured the Union that every effort would be made to inform the original member of management of the change in work assignment for the tradesman.

Local Demand 74

ELECTRICIANS BICYCLES/SCOOTERS – This demand is resolved on the basis that currently there are an adequate number of bicycles and/ or scooters assigned to the Body Shop. Discussion will be held between the Technical Superintendent in the Body Shop and the district committeeperson to ensure that the equipment is properly allocated amongst the Skilled Trades Employees.

Local Demand 77

SURFACE GRINDER – Management will review the asset disposal list in an effort to locate a surface grinder with a Y-axis automatic feed. In the event one is available on the asset disposal list, in good working order, management will make every effort to procure this equipment for the GA tooling shop. In this regard, management will provide the Shop Chairperson a copy of the asset disposal list upon request.

Local Demand 78

PANEL VIEW TRAINING – Management assured the Union that Toolmakers would receive training on the panel views where it is required in the performance of their assigned tasks.

Local Demand 79

CNC LATHE/MILL – Management will review the asset disposal list in an effort to locate CNC Mills and Lathes. In the event one is available on the asset disposal list, in good working order, Management will make every effort to procure this equipment for use by Skilled Trades employees at the General Motors Arlington Assembly plant. In this regard, management will provide the shop chairperson a copy of the asset disposal list upon request.

Local Demand 80

CUTTER/GRINDER – Management will provide a Cutter Grinder for the Body Shop. In addition, training will be provided to employees who are required to utilize this equipment.

Local Demand 83

TRADES START TIMES CHANGING – Management has and will continue reviewing changes in shift starting times with the Local Union in accordance with the provisions of paragraph 88 of the National Agreement. Additionally, the parties recognize that some skilled trades employees may have had different starting times on weekends, Holidays, and shutdown periods to ensure job continuity between shifts. Problems that arise in this area are a proper topic of discussion between the parties at the weekly Skilled Trades Manpower Meetings.

Local Demand 89

PLANT MEDICAL STAFFING – Management will continue to evaluate the number of employees and the work scheduled to be completed during summer shutdown periods, weekends, and Holidays in determining the need for plant medical services. Problems that arise in this area can be brought to the Labor Relations Manager for resolution.

Local Demand 90

JOB STARTING TIMES – When the starting time of a specific job is moved one hour or more, the employee will have the option of moving with the job. In the event the employee elects not to move with the job, it will be posted as an open job.

Local Demand 102

MATERIAL AVO – Management will allow Material Department employees, seniority permitting, to AVO to the Absentee Replacement Pool for job bids.

Local Demand 108

MATERIAL TEAM LEADER AR EACH SHIFT – Management agrees to remove 1 8000 classification and replace it with 1 8001 classification in the Absentee replacement (AR) pool on each shift in the material department so there is a Team Leader AR on each shift.

Local Demand 114

UNION HEALTH AND SAFETY PLANT REVIEWS – The parties recognize that the core elements of the Joint Health & Safety programs are common across all General Motors facilities. However, Management has and will continue to support visits to other facilities, as business conditions warrant, to review best practices in Safety. In the event the local JHSC would like to review a best practice at another facility, the request should be processed for review and approval through the key four.

Local Demand 129

RESTROOM INSPECTION – All restrooms currently in use will be inspected by the Zone Committeeperson and the Labor Relations Supervisor to review partitions, latches, faucets, etc. Items identified during these inspections will be given to the Maintenance organization for repair and/or replacement.

Local Demand 134

PARKING LOT SECURITY – The current method of closing most gates has significantly reduced vandalism and theft in the employee parking lots. Management assured the Union that it is committed to working with the Union to address issues that are raised in this regard.

Local Demand 146

TAG RELIEF – Management assured the Union that its intent was not to utilize Team leaders to provide tag relief. In this regard, Management stated that sufficient manpower will be allocated to Body Shop, Paint Shop and Material to provide tag relief when it is required.

Local Demand 151

UNION BULLETIN BOARDS – Review of the current UAW bulletin boards indicates the board in the Body Shop entrance needs replaced. The board in the Tech Center entrance needs replaced. Additionally, Management assured the Union these boards would be maintained in good working order. Any problems that arise can be brought to the labor relations manager for resolution.

Local Demand 167

DISTRICT COMMITTEEPERSONS OFFICES – Management will provide an office with the appropriate equipment for all district committeepersons.

Local Demand 171

TEAM LEADERS ORDERING – Team Leaders can order any material that is needed to support the operations in their team. In addition, vendor orders require an approval to ensure that the purchase is appropriate and within departmental budget. Problems that arise can be brought to the respective area manager for resolution.

Local Demand 173

PLANT TEMPERATURE – Temperature settings for all General Motors plants in North America are established by the global director of energy and utility services. The current policy for temperature settings at all plants is 66 degrees in the winter and 79 degrees in the summer.

Local Demand 211

SENDING BARGAINING UNIT TO REVIEW OTHER

OPERATIONS – This demand is resolved on the basis when visits are made to other facilities with the intent of reviewing and implementing best practices and processes which will impact bargaining unit employees, the Key Four will determine the appropriate UAW representatives to participate in the visit.

Local Demand 212

PAPER TRAIL FOR EMPLOYEES TAKING OUT OF DEPT. JOBS –

When an employee accepts or declines an offer to move with his or her job to another department, an AVO will be utilized to document the employee's election.

Local Demand 220

EMERGENCY CALL LOG – When emergency calls are received at the plant, Management will deliver the call in an expeditious manner. Furthermore, the caller will be provided a call number, upon request.

Local Demand 228

TIME STUDIES DISCREPANCY – Standard time data is the acceptable method to be utilized in evaluating workstation cycle times. Standard Time Data is based on the actual time studies of various work elements conducted throughout General Motors. In addition, the parties recognize that in unusual circumstances, the use of a stopwatch may be appropriate when evaluating or problem solving a specific workstation. In these circumstances, the evaluation will be conducted on the shift where the issue has arisen. It

is understood that any request of this nature must be made by the Zone Committeeperson through the IE Manager.

Local Demand 234

T3 TRAINING UPKEEP – Management assured the Union that training records would be kept up to date by the joint training coordinators. Additionally, the parties are committed to maintaining required T-3 certifications for training instructors. Problems that arise in this area will be referred to the Key Four for resolution.

Local Demand 235

SWE DISCONTINUATION DISCUSSION – Management is reviewing what is required to return the Simulated Work Environment to an operational status. Additionally, the parties recognize that changes in the business may have an impact on the continued use of the SWE as a training tool. In this regard, Management assured the Union that discussion would be held between the parties prior to the discontinuation of the SWE.

Local Demand 254

PARTS CHASER PAINT – Under current operating conditions a parts chaser has been assigned to each shift in the Paint Shop.

Local Demand 256

SICK LEAVE INACCURACIES – Sick Leave records are maintained through NTKS by the supervisor. When employees are placed on SLA by the National Benefit Center, this info is processed through NTKS. When an employee returns from SLA, Labor Relations will verify the effective dates of the employees SLA and include the information on the Entrance & Exit pass. When the employee gives the Entrance & Exit pass to the supervisor, the supervisor will verify that the employee has been properly coded in NTKS. In the event there are days which are not properly coded in NTKS, they can be changed by the supervisor through correction to closed payroll. Problems that arise in this area can be brought to the Labor Relations supervisor for correction.



2003 DEMANDS/SETTLEMENTS

Local Demand 30

TOOLS, EQUIPMENT, AND TRAINING – Management recognizes its responsibility to provide the tools, equipment and training required by employees to perform their assigned tasks. In this regard, Management assured the Union that adequate tools, equipment, and training will be provided to employees to complete their job assignment. Furthermore, Management will provide an additional in plant phone in Department 27 at a mutually agreed upon location.

Local Demand 42

TRAINING INSTRUCTORS AND MINI PELL – This demand is resolved on the basis that there will be 2 joint instructors (hourly and salary) for classes consisting of 10 or more students for Team Concept and Quality Network. Management will continue to support mini-pel at the Arlington facility as business conditions warrant.

Local Demand 44

BEST PEOPLE PRACTICE CHANGES – Management will notify operators before changes will be made to their Best People Practice (BPP). In this regard, Supervisors will review the change with the operator to ensure there is sufficient time within the operator's time study to perform the required task.

Local Demand 46

BODY SHOP MEDICAL COVERAGE – Management agrees to provide a nurse to work in the Body Shop on each of the two production shifts, and they will work Body Shop hours on all production days.

Local Demand 48

BODY SHOP PICNIC TABLE – Management will provide a covered picnic table outdoors on the North side of the building.

Local Demand 52

FANS & HVAC – Management assured the Union that fans and HVAC systems will be properly maintained. Problems that arise in this area should be brought to the attention of the appropriate Maintenance for resolution.

Local Demand 58

PROPER PERSONAL PROTECTIVE EQUIPMENT – Management assured the Union that employees will be provided the proper PPE when an exposure to a hazard exists or as required to perform their assigned task.

Local Demand 59

INSULATED COATS AND COVERALLS FOR EMPLOYEES REQUIRED TO WORK IN COLD OR INCLEMENT WEATHER – Management recognizes its obligation to provide employees with Proper protective equipment, which in extreme situations would require insulated clothing. Therefore, Management agrees to maintain a supply of insulated coats and coveralls in various sizes in agreed-upon locations, for employees to use when they would be required to work exposed to cold situations, or work in the elements of inclement weather. Furthermore, Management agrees to clean this protective clothing after it has been issued to an employee and prior to the clothing being issued to a second employee for their use. Any problems with the implementation of this demand should be brought to the attention of the District Committeeperson and the respective Area Manager.

Local Demand 62

RESTROOM INSPECTION AND EXHAUST FANS – All opened restrooms will be inspected and if there are any items that are not to Arlington City Code, including exhaust fans, those will be repaired, replaced, or installed immediately.

Local Demand 67

NURSE STAFFING – Management agrees to schedule two nurses to be on duty in main medical, The first and second shifts of all production days. It is understood between the parties that the purpose of a nurse on duty is to service the workforce for first aid response and that employees will continue to be sent to area hospitals for medical emergencies. Furthermore, in every instance where work is being performed in the plant, Management will review the nature of the work and schedule a nurse accordingly.

Local Demand 74

TRADES CLOTHING – Management will continue the current practice of providing all Skilled Trades employees seven (7) pairs of the desired clothing. It is understood between the parties that all Skilled Trades employees currently working at the Arlington plant have already received their choice of the seven (7) pairs of clothing agreed upon selection. In this regard, Management will continue the practice of providing seven (7) pairs of clothing from the agreed upon selections to any new Skilled Tradesperson and will also continue the established practice of exchanging worn out clothing, on a one for one basis.

Local Demand 92

PROVIDING TOOLS – Management recognizes its responsibility to provide employees tools that are required in the performance of their job. Problems that arise in this area will be brought to the manpower committee for resolution.

Local Demand 114

GUN REPAIR AND MANAGEMENT DOING TRADES WORK – Management assured the Union that its intent is not to reassign work from Division II to Division I or Management.

Local Demand 115

MANAGEMENT AND/OR DIVISION I TRYING TO DO DIVISION IIS REPAIR WORK TO RESTART THE LINE – It is not Managements intent to reassign work from Division II to Division I employees.

Local Demand 121

PROGRAMMING OF PLC, ROBOTS, PANELVIEWS, BAR CODE READERS, NETWORK DEVICES, ROUTERS ETC – With the continually advancing technology in the manufacturing processes, it is imperative that the Skilled Trades workforce use every resource available to them. IT is necessary in this respect that the Skilled Trades workforce and controls engineer foster a working relationship and an understanding that each have job responsibilities. One of the primary functions of the controls engineer is to develop and oversee the programs for many different programmable devices: PLC's, Robots, Panel Views, Bar Code Readers, Network Devices, Routers, etc.

The initial program design and setup of programmable devices is the primary function of the controls engineer. Initial program design may include programming changes made as a result of product, equipment, regulation and or changes similar in scope. Electricians will be trained, prior to the completion of the start-up phase, in the support and troubleshooting of the program for the purpose of maintenance support. Inputting program changes after the initial design stage will be made by the Electricians with the understanding that Engineers are a vital resource in the troubleshooting process and must be kept abreast of findings and improvements. Any changes deemed necessary by the Engineers will be relayed to the proper electrician to be implemented. Extensive programming changes or complex problems may require the electrician working in conjunction with the Engineer.

Electricians are the normal and expected first responders to trouble calls but may be assisted by Engineers in critical equipment breakdown situations when the need arises. Any work currently assigned to other bargaining unit employees will not be affected by the above language.

Local Demand 127

SUBCONTRACTING/ADVANCED PLANNING – The Advanced planning process will be used for handling subcontracting issues.

Local Demand 130

CONTRACTOR ADMITTANCES – It is a management function to determine the process of accessibility to the plant by visitors. Management will develop a process to ensure that all visitors and/or contractors have signed in, received the proper credentials, and received the appropriate safety information prior to gaining access to the facility. Additionally, Management will continue to provide a copy of the sign in sheet to the Shop Chairman upon request.

Local Demand 131

EDS AND WORK PERFORMED – EDS is responsible for the management, operation, provision and maintenance of computer and information processing services and communications services per Doc.113 of the National Agreement. Job functions associated with manufacturing process which have been historically performed by GM hourly personnel should continue to be performed by bargaining unit employees. When work is to be done in the communication hubs, it may be necessary to work in conjunction with EDS personnel so that they are aware of changes which may impact the communications network. The installation and repair of the fiber optic network will be performed by the electrician classifications.

Local Demand 191

TRADES VACATION PERCENTAGE – The intent of this settlement is to provide 12% of the Skilled Trades workforce vacation, by trade, by shift. The parties recognize that circumstances may arise that could limit the number of vacations to less than 12%, when the granting of additional vacations would adversely impact the efficiency of operations of the plant area.

Local Demand 192

APPRENTICES BEING USED AS MANPOWER – Management has and will continue to abide by the provisions of Doc.64 of the current National Agreement. Problems that arise in this area should be brought to the Local Apprentice Committee for resolution.

Local Demand 210

TRADES JOB BIDS – Management will allow employees to bid on openings plant wide across shifts. In the event an employee changes shifts under this process, it is understood they have exercised their shift preference, and are subject to the rules specified in the Shift preference Agreement. Additionally, employees moved under this process are subject to the provisions of the Skilled Trades Posting Procedure.

Local Demand 235

CALIBRATION OF DATAMYTES – The parties have agreed that the calibration of datamytes is work which properly falls within the Toolmaker classification.

Local Demand 238

PLACEMENT OF CYLINDERS, STUDS, NUTS AND LIZARD TONGUES – Management agrees that the work on the placement of cylinders for studs and nuts in the Body Shop (also called Lizard tongues) belongs to the toolmaker classification.

Local Demand 256

MATERIAL DEPT TRAINING – When bargaining unit employees first enter the material department, they will receive mobile equipment operator training that has been approved by the HRC. They will also receive additional hands-on mobile equipment training to ensure employees are safe and effective in operating the required mobile equipment. Furthermore, these employees will be provided basic information on Material Department elements and processes.

Local Demand 260

FORCING TO BE AN A/R – Management will not force any employee off an assigned job to perform as an Absentee Replacement (A/R) unless production will be impacted.

Local Demand 262

MANPOWER – Management assured the Union that proper and adequate manpower will be provided to operate the GMVM-Arlington facility.

Local Demand 263

INPUT AND TEAM INVOLVEMENT BEFORE CHANGES –

Management realizes that Team Concept has proven that the Team Members performing the jobs every day possess the ability to evaluate how to improve their job assignments. In this regard, realizing this must be done in a timely manner, management agrees that when there are changes, additions, or movement of work between Teams, the Team will be given an opportunity to make suggestions and convey their thoughts of how these changes could be made within the Team, prior to a final decision being made by management.

Local Demand 269

OCPS AND CHANGES – Management will review any changes to operations with operators prior to them being made for clarification. In this regard, Management will solicit input from the operators and consider their suggestions on OCP changes that affect their operation prior to making a final decision on the changes.

Local Demand 351

MSDS, SUI, CONTAINER LABELS ETC. – This demand is resolved on the basis that MSDS sheets are presently available for all employees through any Bruckner terminal. Issues that arise relative to availability of MSDS sheets can be brought to an employee's immediate supervisors' attention for resolution. Furthermore, management will have instructions printed regarding the usage of the terminal to access MSDS information

and place these instructions on each of the Bruckner terminals. Moreover, management will make sure that the H&S representatives and Supervisors are knowledgeable of how to access MSDS information, to assist any employee who has a concern relative to chemicals that they use.

Local Demand 353

FRAME YARD LIGHTING – Management recognizes its responsibility to provide a safe working environment for those employees assigned to the frame yard. In this regard, Management assured the Union that adequate lighting would be provided in the frame yard.

Local Demand 361

SLIP HAZARDS – Liquids on the floor which represent a slipping and or exposure hazard for employees will be cleaned up promptly. Efforts will be made to divert people away from the hazard until such time the hazard is removed.

Local Demand 362

OVERHEAD MAINTENANCE – Management will not require employees to work beneath employees working overhead in aerial lift equipment.

Local Demand 363

NOT NOTIFYING UAW HEALTH AND SAFETY – Management agrees to notify, in a timely manner, the UAW H&S representative on the shift at issue when a serious incident or severe injury occurs.

Local Demand 371

SCREENGUARD/OVERHEAD WORK – Management will continue to make sure that only those employees who have been properly instructed will work in the screen guards. Lastly, management assured the Union that appropriate measures would be taken to ensure the safety of personnel working below, from potential of material or tools falling through the screen guards.

Local Demand 393

VENDORS WORKING – The following guidelines will be followed in handling outside vendors that supply parts to the plant. The parties recognize that having vendors responsible for the quality of the parts used in our assembly process is important. World-class quality parts are necessary to build world-class vehicles. Problems associated with vendors have been discussed and resolved based on this policy statement.

All on site rework and repair of production components and parts will be done by GM-UAW Arlington employees, with the exception of those produced by GM-UAW vendors. Actual employees of GM-UAW vendors covered by our National Agreement will be permitted to repair and/or sort their parts in the plant during straight time hours without involvement of GM-UAW Arlington employees.

However, if repair and/or sorting work is found to be necessary during overtime periods, this facility will match the vendor one for one during such overtime periods.

Actual employees of non-GM-UAW vendors will be allowed to perform the function of on-site “sorting” of good parts from unacceptable parts in the effort to send the parts back to the source for repair or scrap depending upon determination of the vendor. At least one GM-UAW Arlington employee will be assigned to assist in each sorting operation. During overtime periods, this facility will match the vendor one for one with GM-UAW Arlington employees.

Contract employees of non-GM-UAW vendors will be allowed to perform the function of on-site “sorting” of good parts from unacceptable parts in an effort to send the parts back to the source for repair or scrap depending upon determination of the vendor. One GM-UAW Arlington employee will be assigned to each contract employee to assist in each sorting operation during both straight time and overtime periods.

Also, TDS, Tecstar and Lear will not be allowed to sort, and/or repair any production components or parts on this property. Outside vendors will not repair/or sort any production components or parts at any time on the Assembly conveyor.

Local Demand 405

MANPOWER SHEET FOR ADAPT PLACEMENT – Management will have each department furnish the ADAPT committee a list of all employees within the department by shift. The list is needed in seniority order, showing the employees name, job assignment, plant and corporate seniority, team number, location of job assignment and indicate on the list all of the employees that were placed on job assignment due to medical restrictions. Management will instruct each department to update the ADAPT list on a regular basis. Any concerns associated with the implementation of this demand should be brought to the attention of the Labor Relations Department for correction.

Local Demand 410

VACATION SCHEDULING – The MOU relative to vacation time off for employees that is currently in the 2003 Local Agreement will be reprinted in the 2003 LA with the following modification: “Thereafter, the issue is resolved on the basis that for the term of the agreement, Management will designate (7) % of each departments current total population across Division 1, off work for vacation pursuant to Paragraph 202(h) and 194 of the National Agreement.” Additionally, Management assured the Union that employees scheduled for training, Jury Duty, Bereavement, etc. would not be included in the 7%.

Local Demand 412

WEEKEND USE OF VACATION – Management will not require employees to use vacation hours for Saturday or Sunday. However, employees may request to use a portion of their vacation entitlement to receive pay providing the absence has been excused in advance. Additionally, employees may utilize Paragraph 194 vacation entitlement when excused by their supervisor. Vacation hours paid under this settlement will be at straight time.

Local Demand 413

FRIDAY VACATION GETS SATURDAY & SUNDAY – When an employee has an approved vacation day or has been excused in advance for a Friday, any scheduled work on the following Saturday and Sunday will be considered voluntary

Local Demand 417

WHEN ON VACATION WEEKENDS OFF AFTER VACATION APPLICATION PERIOD – The parties recognize that the standard work week is Monday through Sunday. This coincides with the payroll week which is also Monday through Sunday. Additionally, Management has agreed in LD 413 that an employee who has an approved vacation on Friday, the following Saturday and Sunday are considered to be voluntary. Management recognizes that employees may desire the weekend off prior to a scheduled vacation beginning on Monday. However, these requests must be handled on an individual basis, taking into consideration the number of people on vacation the preceding week, production schedules, current manpower etc. (See also 2019 LD 526).

Local Demand 439

NOTIFYING DISTRICT COMMITTEEPERSON WHEN MOVING WORKSTATIONS OR PORTIONS OF OPERATIONS – Management recognizes that from time-to-time workstations are moved or portions of the operations relocated to other areas. Management assured the Union that when moves such as this occur, the District Committeeperson and all parties involved will be notified of the pending move. It is imperative that for a successful movement of any operation the proper placement of monitors, lockers, team lockers, break tables, supply racks, workstations, tables and chairs, water fountains, fans are all completed during the transition.

Local Demand 475

SENIORITY TIEBREAKERS – Employees hired at the GMVM Arlington facility will be maintained on the seniority list based on their last name at the date of hire. Furthermore, Management will make every effort to ensure that employees transferred to the facility are placed on the seniority list based on their hire in name with General Motors.

Local Demand 485

COMMITTEEPERSON OFFICE – Management will provide an office with the appropriate supplies and equipment for all district committeepersons for the life of the agreement.

Local Demand 492

TRAVEL TIME – When an employee is loaned from one department to another, requiring significant travel time, the employee loaned out will be given time on the clock to return to their home department.

Local Demand 520

KNAACK LOCKER USE – Management provides employees lockers for their personal use. The Knaack lockers were purchased for Teams to place their tools and equipment into for production purposes and may be used by Team members for personal items at their own risk.

Local Demand 540

EMERGENCY CALLS – When Emergency calls are received at the plant, Management will deliver the emergency message in an expeditious manner. Furthermore, the caller will be provided a call number, the name of the security officer, and the time the call was received.

Local Demand 553

JOB ASSIGNMENTS & BEST PEOPLE PRACTICE EXPLAINED –

Management recognizes its obligation to provide employees with information regarding the proper method of performing their job assignments. Management has developed the BPP boards.

Local Demand 566

TRAINING DEPARTMENT – Management has and will continue to allow employees assigned to training to work overtime in their training assignment when a training need exists. Problems that arise in this area should be brought to the attention of the Joint Training Coordinators for resolution.

Local Demand 575

INVESTIGATION PRIOR TO DISCIPLINE – Management will Instruct Group leaders that it is their obligation to treat all employees with dignity and respect. Furthermore, Management will Instruct Group Leaders that it is their obligation to find out the facts in any situation and determine the appropriateness of assessing discipline, prior to placing an employee on notice for possible disciplinary action.

Local Demand 577

REASONS FOR ABSENCE – Management has and will continue to evaluate each employee's absence on an individual basis to determine whether their absence from work was for reasonable cause.

Local Demand 579

KEEPING PERSONAL INFORMATION PRIVATE – Management will abide by the provisions of Document 124 of the GM UAW National Agreement. Furthermore, Management is cognizant of the growing concerns surrounding identity theft. In this regard, Management will make every effort to avoid having an employee's personal information exposed to anyone who does not have a need to view it.

Local Demand 582

CPR TRAINING – Management has and will continue to provide CPR training on a voluntary basis.

Local Demand 583

CPR TRAINING FOR PLANT MEDICAL – This demand is resolved on the basis that the Plant medical Staff will maintain CPR certification.

Local Demand 598

COLOR PRINTER FOR SAFETY – Management will provide a color printer for the UAW Safety Representatives.

Local Demand 604

SMOKE HOUSE CLEANING – Management assured the Union that sanitary conditions would be maintained in the smoke houses on a daily basis. Additionally, deep cleaning of the smoke houses will be handled on a quarterly basis. Any additional sanitary problems that arise in the smoke houses should be brought to the attention of Management for correction.

Local Demand 607

NOTIFICATION OF INJURY – Management agrees to notify, in a timely manner, the UAW H&S representative on the shift at issue when an incident or severe injury occurs.

Local Demand 612

NEW OR A/R SUPERVISORS INTRODUCING THEMSELVES – Management assured the Union that as supervisors are moved from area to area, it is the supervisor's responsibility and obligation to introduce themselves to the respective team members.

Local Demand 613

WRITTEN AGREEMENTS CARRYING FORWARD – All written agreements that were made prior to the ratification of the 2003 Local Agreement that have not been changed or modified will remain in force.

Local Demand 617

DUAL SUPERVISION – Management recognizes that during normal operations it is more desirable form instructions to be given to employees through their immediate supervisor. In keeping with this concept, management will instruct floor supervision to relay orders through the immediate supervisor. Management pointed out that there may be situations that require that direction be given by other than the immediate supervisor, such as when the supervisor is not in the area, or during extreme production difficulties. In any event, employees must follow the last instructions given to them and they will not be disciplined for doing so. Any perceived abuses of this practice may be addressed with the appropriate departmental Superintendent and the Labor relations department.

Local Demand 623

MUTILATION PROTECTION – Management recognizes its responsibility to provide proper protection to its employees to avoid mutilation to the product. In this regard, Management has and will continue to provide employees with watch protectors, belt protectors and ring protectors.

Local Demand 632

TEAM SIZE & VACATION/ABSENTEE POOL – During the course of these negotiations, the parties have had lengthy discussions surrounding the implementation of GMS, team size, ARs, the roles and responsibilities of Team Members and Team Leaders, Team Leader training and disqualifications, etc. Within 90 days following ratification of the Local Agreement, the Key 4 will designate a management representative and a Union Representative to jointly develop a plan for implementation of GMS (Team Size average ratio 6:1) at the Arlington facility. This plan

will be reviewed and approved by the Shop Committee and Staff prior to implementation and will include any recommendations made by the National Parties in accordance with the letter relative to Quality Network and GMS in the 2003 GM-UAW National Agreement. Furthermore, in those areas where GMS has been implemented, as it relates to team size, a Vacation/Absentee Pool of 7% will be maintained for the life of the agreement. Additionally, the parties have acknowledged that issues may arise during the course of GMS implementation and are committed to resolution of these issues in a manner consistent with GMS principles, which have been mutually agreed to. Furthermore, the 7% Vacation/Absentee Pool will be based on the total number of authorized manpower for Division I excluding departments 04, 05 & 80. (It is understood the Department 80 number only includes the elected representatives, President & Financial Secretary).

Local Demand 637

PADDED CUSHIONED SEATS AND BACKS – Management will continue to provide at employee’s stations, stools with padded cushioned seats and backs. However, if there is a safety violation in any area that restricts padded cushions on the seat and backs, they will be deleted from the provided stools.

Local Demand 639

MANAGEMENT & PARAGRAPH 71 – This demand is resolved on the basis that the parties recognize that the purpose of equalizing overtime between employees engaged in similar work assignments, is designed to give all employees a fair opportunity to work additional time on a voluntary basis. Therefore, Management has and will continue to abide by the provisions of Paragraph 71 of the Local and National Agreement.

Local Demand 640

BREAKS & LUNCH – Management will continue its practice of asking, not insisting or ordering, employees to work during their scheduled

lunch or break times strictly on a voluntary basis. Furthermore, when an employee does elect to volunteer to work during any of these time periods, Management will compensate these employees at the appropriate rate of pay.

Local Demand 649

OVERTIME NOTICE (COMMITTEEPERSON) – Management will continue to discuss with the District Committeepersons extra project work assignments as far in advance as possible.

Local Demand 651

OVERTIME NOTICE (EMPLOYEES) – Management stated that as a matter of policy it will do everything possible on daily overtime to notify employees immediately following second break. When any Department is scheduled for Saturday or Sunday, Management will do everything possible to notify employees at least two days in advance of the days schedule. It is recognized that implementations of this entire policy may not always be possible due to breakdowns, emergency conditions and unusual circumstances. Additionally, Management will strive not to change the quitting time within thirty (30) minutes of the posted line time. However, unforeseen breakdowns within the last thirty (30) minutes might cause management to extend the line time. In this event, Management will only extend line time (in tenths) for the same amount of time the line stopped within the last thirty (30) minutes of the posted line time, exclusive of repair systems.

Local Demand 653

OVERTIME NOTICE (WEEKEND) – Management will make every effort to offer overtime to employees the Thursday preceding the weekend overtime. However, the parties recognize there will be times wherein business conditions dictate the need for additional manpower that would require the asking of weekend overtime on Friday. Additionally, in the instance where there is a holiday weekend period, Management will offer the overtime to employees two days prior to the start of the holiday weekend period.

Local Demand 668

TL, TL A/RS, A/RS AND THEIR USAGE – The parties agree that the first group to be considered when filling open Team Member jobs will be 8000 Ars. If there are not enough qualified 8000 Ars to cover all open jobs, 8001 Ars will be utilized to cover the remaining openings. In the event all Team Member jobs are filled, and the 8001 AR's are not assigned, the 8001 AR's will be utilized to cover an absent Functioning Team Leader. Once an 8001 AR has been assigned to cover an absent functioning Team Leader, the 8001 AR will assume all duties of that Functioning Team Leader and be treated no differently than other functioning Team Leaders. Management agrees that Team Leader Ars are among the most knowledgeable employees in the Group Leaders area. Therefore, if a Team Leader AR has been assigned to cover a Team Members job, and additional manpower becomes available, providing there are no Functioning Team Leaders that have been assigned to cover 8000 Team Member jobs, the Team Leader AR will be freed up and assigned other tasks. It is not the parties intent to minimize the value of the 8000 Ars, who provide excellent coverage to maintain production in the absence of Team Members for various reasons. In this regard, the 8000 Ars assignments should be rotated in a fair and equitable fashion, as not to create favoritism or relieve Management of its obligation to train all Ars to be able to cover multiple job assignments, to maximize flexibility in manpower coverage.

Local Demand 694

ELECTRONIC DEVICES – This demand is resolved on the basis that management assured the Union that electronic monitoring devices would not be utilized as the sole means for issuance of discipline.

Local Demand 697

HOT WATER CMM ROOM – Management will purchase a water heater to be utilized with the existing sink currently in the CMM room in body shop.

Local Demand 700

PLANT CELEBRATIONS AND FOOD – Management assured the Union of its intention to provide refreshments and or food of the same quality and service to each production shift during plant wide celebrations.

Local Demand 711

ADAPT RESTRICTIONS AND 63A/B – This demand is resolved on the basis that the parties have agreed that B. 12. Of the 2003 Transfer Agreement will read as follows: Seniority Employees with medical restrictions on file in the plant medical department will be allowed to test their seniority in a requested department per the provisions of (63a) and (63b) of the National Agreement and paragraph III(c) of the local agreement. Prior to being offered a transfer opportunity under these provisions, the joint local Adapt Coordinators will contact the Manpower Committee for the applicant's department of choice to determine if a job exists in that department that is in line with the employee's seniority and which meets their medical restrictions. If it is determined by the ADAPT Coordinators and the Manpower Committee that such a job exists, the employee will be offered the transfer per the provisions of the local transfer agreement.

Local Demand 714

PAPR (POSITIVE AIR PRESSURE RESPIRATORS) – This demand is resolved on the basis that Management will purchase eight (8) complete PAPRs for use by employees. Furthermore, Management will purchase an additional eight (8) hoods.

Local Demand 720

SCOPED JOBS – This demand is resolved on the basis that section C. 7. Of the 2003 Transfer agreement will read as follows: When scoping for a job opening in the preferred jobs listed above, the opening will be filled by scoping active employees in the respective department, in seniority order, by classification, on that shift. In the event an eligible employee is absent during the scoping process, the scoping process will be held until that employee can participate. However, if during that period of time, the employee has applied for sick leave of absence, they will be considered ineligible and the scoping will resume.

Local Demand 743

NOTES FROM MEDICAL PROFESSIONALS – Management will revise its current policy, relative to medical professionals that are authorized to complete “notes” surrounding an employees’ absence from work, to include Nurse Practitioners.

Local Demand 754

SKILLED TRADES VACATION LIST – Management will create a master vacation list by trade by shift after decisions have been made on vacation applications received during the February filing period.

Local Demand 755

TRADES SHIFT PREFERENCE LIST – Management will provide a Skilled Trades preference list to the local Union.

Local Demand 756

TRADES SENIORITY LIST – Management will create and maintain a seniority list by classification containing the tradespersons corporate seniority, plant seniority, plant Skilled Trades seniority, and date of entry into the trade.

Local Demand 757

TRADES MANPOWER MOVES – Management will continue to have advance discussion with the Local Union at the weekly Skilled Trades manpower prior to initiating manpower moves. In the event an exception or Emergency occurs Management will make every effort to contact the appropriate Union Representative.

Local Demand 762

PLANNING VACATION AND TRADES WORK SCHEDULE – Maintenance plans cannot be finalized in February when decisions are

made for production. However, Management assured the Union that as maintenance plans developed, they would be shared in a timely manner with the Local Union leadership. Additionally, employees who wish to utilize vacation time during the annual two-week shutdown, should make application during the February application period.

Local Demand 774

POCKET CALENDARS/PLANNERS – Management agrees to continue the past practice of providing all hourly employees at the General Motors Arlington Assembly Plant, a black pocket calendar book for each year of the contract. Additionally, Management will modify the front cover of the calendar to add UAW Local 276.

Local Demand 775

ROBOT WORK – It is not the intent of management to have ABB personnel perform the work that is recognized as bargaining unit work. The primary responsibility of the ABB representative is to provide technical assistance and training to GMVM-Arlington skilled trades employees. Problems that arise in this area should be brought to the appropriate technical superintendent for resolution. The plant goal is to become self-sufficient in the servicing of ABB robots, which would no longer require an onsite ABB representative.

Local Demand 776

MANAGEMENT PROHIBITED FROM MAKING COMMENTS CONCERNING MEDICAL NEED – It is not managements intent to reveal any information to the Medical Department relative to any employees' personal condition. However, management is obligated to inform the Medical Department of all information pertinent to an employee's condition as it was either observed, or what Managements investigation revealed. Furthermore, Management will instruct Supervisors that it is improper to capriciously add comments on the medical pass that are irrelevant to the employees' medical condition.

Local Demand 778

SHIFT PREFERENCE MOVES – Management agrees when employees are affected by a shift change, those employees will be notified no later than Wednesday prior to the scheduled move. The parties agree that hardships, shift changes, and emergency shift preference moves detailed in H.6 & 7 of this agreement are not applicable to these provisions.

Local Demand 792

REMOVING DISCIPLINARY PENALTIES – Management agrees that when a disciplinary penalty is cleared from an employee's record with full pay for the time lost, any agreements regarding the removal of a prior discipline will be honored.

Local Demand 800

ADAPT PLACEMENTS AND GAINING SENIORITY IN PLACED DEPARTMENT – A paragraph will be added to the local ADAPT memorandum that will read as follows: Employees placed through the ADAPT procedure across departmental lines will never gain seniority in that department. It is clearly understood between the parties that the only avenue to transfer or post for an operation between departments is defined within the provisions of the Local Transfer Agreement.

Local Demand 801

EXCUSED IN ADVANCE – Management recognizes its obligation to respond to employee's requests for vacation time off in a timely manner. In this regard, when an employee submits a written Excused in Advance form, and has not received a written response to that request within forty-eight (48) hours, from the time it was presented, Management agrees that the employee will be excused for the requested time off. However, in order to maintain continuity of manpower coverage, the respective employee will be required to inform their Supervisor that they are invoking their privileges under the provisions of this settled demand.

Local Demand 803

TRIM REPAIR WORK – The parties have agreed that Trim repairs will be handled as follows:

Trim Overtime for Repair Purposes. Specific items belonging to Department 17/Trim on overtime are as follows:

- Sunroofs: repair and replacement
- Headliners: replacement
- Seats: replacement
- Glass: repair and replacement
- Carpets: replacement
- IPs: replacement
- Doors: repair

Each specific team involved in the installation of such items mentioned above on regular working hours will be offered the opportunity to repair such items on overtime provided this work cannot be completed during regular production hours. Each team in Department 17/Trim will equalize among themselves.

- Doors: replacement and major rebuild

Due to the impact on multiple teams, door replacement and major rebuild will be rotated for the purposes of equalization among teams on the door line. The Door line will be allowed to work one (1) Team Leader per every Team Member working overtime, until Team Members become proficient at complete replacement of doors. When online repairs such as shortages, damaged parts, etc., that were identified in the Trim Department are required to be completed on overtime, the Team responsible for the initial installation of the part will be utilized to complete the vehicle from conveyor 52 back through the Trim Department. For augmentation purposes, overtime will be equalized among teams in the supervisor's group.

Local Demand 815

SHARED INVOLVEMENT IN RUNNING THE PLANT – Management agrees that joint involvement and shared responsibilities in the area of running the plant are the foundation for the principles of the Team Concept Agreement.

Local Demand 817

MANAGEMENT PARTICIPATING IN JOINT ACTIVITIES –

Management has assured the Union that they are aware of their obligations to participate in the joint activities associated with Document 46 of the National Agreement, and has committed to the Union that in the future Management will be more active in fulfilling these obligations.

Local Demand 818

HVAC CONDITIONS – Management recognizes its obligations to maintain the HVAC equipment in good working order. In this regard,

Local Demand 824

“BUYING OFF” WRITE UPS, REPAIRS ETC. – Management agrees no hourly employee will be required or told to “Buy Off” any items the employee has not personally checked. However, if there are discrepancies as to the item at issue being acceptable to be bought off and Management has instructed the Employee to buy it off, they must do as instructed, after Management has initialed the item in question.

Local Demand 827

GRIEVANCE LIST – Management will provide a copy of the Arlington open grievance report generated on a weekly basis from the Peoplesoft system to the Shop Chairman and the Zone Committeepersons.

Local Demand 828

CANOPY COVER FOR DRIVERS – Management will install a canopy over the pad area where vehicles are dropped off prior to pickup by the transit company.



1999 DEMANDS/RESOLUTIONS

Local Demand 1

SKILLED TRADES SCHEDULE OPTIONS – The instant demand is settled on the basis that a seven (7) day, eight (8) hour option will be added to the current Alternative Work Schedule for Skilled Trades.

Local Demand 4

MAXIMO NOT USED FOR DISCIPLINE – Management assured the Union that MAXIMO is a program to be used as a tool for planning the proper preventative, predictive, and scheduled maintenance activity. It enables root cause failure analysis and tracks respective Maintenance costs to the equipment used in our plant and is not designed as a tool to support discipline.

Local Demand 10

A/R PLACEMENT – Management will make every effort to use absentee replacement operators in their own areas prior to assigning them elsewhere. In those instances where reassignment is necessary, such assignments will not be arbitrary or for harassment purposes.

Local Demand 18

QUITTING TIME – Management will endeavor not to change the quitting time within thirty (30) minutes of the posted line time. However, unforeseen breakdowns within the last thirty (30) minutes might cause management to extend the line time. In this event, management will only extend the line time (in tenths) for the same amount of time the line stopped within the last 30 minutes of the posted line time, exclusive of repair systems.

Local Demand 20

CAFETERIA COMMITTEE – It is Managements desire that the cafeteria dispense quality food and be maintained in a sanitary condition. During the discussion of this instant demand, management advised the Union that a joint Food Cafeteria Committee will be established to address the instant demand and meet our goal. The Cafeteria Committee will consist of a salaried and hourly representative from each shift, a member of the shop committee and the personnel Director, or their designate.

Local Demand 22

MATERIAL TIME STUDIES – Management advised the Union that material route drivers will be provided job descriptions, elemental breakdowns, and time studies, relative to their specific tasks.

Local Demand 33

PLANT MEDICAL CALLS – Management advised the Union that it will continue its practice, when deemed necessary, of contacting an employees' treating physician upon receipt of a Doctors excuse to afford the employee every consideration in determining if the employee's absence was for a reasonable cause. Management assured the Union that these instances would strictly be handled on the basis that the plant Medical Director would be the only member of management to speak with the employee's physician regarding his/her diagnosis.

Local Demand 34

CALLING EMPLOYEES AT HOME – Management advised the Union that employees will be contacted concerning their absence from work when their absence reason code is identified as (injury) as outlined in the General Motors Call in system. Management further advised the union that the pocket cards addressing the call-in system will be reprinted to reflect the option as "work related injury/illness" and will be distributed, along with an information sheet, to all employees as soon as possible after ratification of the local agreement. It should be understood that an employee's failure to call in would also prompt a call from Management to an absent employee.

Local Demand 41

POWERED INDUSTRIAL VEHICLES – Management informed the Union that per the UAW–GM guidelines from the Center for Health and Safety, only trained, authorized, and licensed operators will be permitted to operate powered industrial vehicles. In that regard, the Manpower Committee will determine the Team Members that have a job requirement that calls for the use of a scooter and the aforementioned guidelines will be applied.

Local Demand 49

BULLETIN BOARDS – This demand is resolved on the basis that Job Postings will be posted in each department, in agreed upon locations, in locked glass enclosures. Any problems arising in this regard will be brought to the attention of the plant staff and Shop Committee.

Local Demand 52

TRAINING FOR COMMITTEEPERSONS – Management advised the Union that it would continue to provide committeepersons access to NTKS, EDSnet, and requests for committee calls. Management further advised the Union that as new methods for accessing this information are developed, training for committeepersons on these methods will be scheduled.

Local Demand 60

SMOKING LOUNGES – Management agrees to enhance the two outside break areas and provide them an awning, two tables and seating. Furthermore, Management agrees to provide three (3) additional smoking shelters of the same style currently being used.

Local Demand 70

SALVAGE LINE TIME – This demand is resolved on the basis that the Salvage activity will be incorporated into the Material Department and the employees assigned to Salvage will have the same line time as the employees working in 11-01. Upon completion of the new Body Shop, the parties will mutually agree to the appropriate group that salvage will mirror.

Local Demand 81

COMMUNICATION & INVOLVEMENT – Management acknowledged that in the past, there were incidents where information was not properly communicated to the Union in a timely manner. In this regard, management is committed to improving its communication process and creating an atmosphere of no surprises.

Local Demand 87

STARTING/STOPPING PRODUCTION – This demand is resolved on the basis that the District Committeeperson and the District Superintendent will address any concerns that may arise associated with employees starting and stopping any conveyor.

Local Demand 123

SUPERVISORS APPROVING TIME OFF – Management informed the Union that it is their intent that the Group Leaders have the authority to make decisions that affect the employees under their supervision. However, certain decisions such as approval for time off with a need for additional manpower would require discussions with the Department Business Manager.

Local Demand 137

GUN REPAIR LINES OF DEMARCATION – This instant demand is satisfactorily settled on the basis that the parties will resolve the work assignments involving Gun Technicians and Skilled Trades in the paint department.

Local Demand 138

TIMEKEEPING TERMINALS – Management will install a (NTKS) time and attendance badge reader computer station in the paint department entrance where employees can check their payroll hours.

Local Demand 139

SCOOTER FOR GUN REPAIR – A scooter will be made available to Gun Repair employees as needed and will be located in a designated parking area.

Local Demand 140

RESISTIVITY CHECKS – Resistivity checks are Division I Bargaining Unit Work.

Local Demand 142

INSOLES FOR PAINT SHOP – Management will provide Paint Shop employees working on grates in Paint Booths with Quality Insoles as needed.

Local Demand 147

EQUALIZATION – Management advised the Union that Paragraph 71 or the National Agreement would govern all overtime equalization.

Local Demand 149

SUPERVISORS AND PROCESS ENGINEERS – Management advised the Union that the Supervisors and Process Engineers will be instructed on the provisions of Paragraph 215 of the National Agreement. Furthermore, it is managements intent for Supervisors and Process Engineers to abide by Paragraph 215 of the NA.

Local Demand 162

WALKWAY MARKING – Management agreed that the way the “A” aisle pedestrian walkway has been marked and is an extremely effective way of avoiding an accident. Therefore, this demand is settled based upon all future pedestrian walkways being marked and/or identified as they are on “A” aisle or an agreed upon better marking for pedestrian aisle walkways.

Local Demand 164

NATIONAL ELECTRIC CODE (NEC) BOOKS AVAILABILITY –

Management informed the Union that the plant engineers use the National Electric Code (NEC) books when laying out a project to be performed by the electricians. Therefore, this demand is resolved on the basis that the NEC books will be maintained in the plant Engineering office and made available to review by any Electrician.

Local Demand 165

LOCKOUT LOCK IDENTIFICATION – Management will purchase laminating equipment that is capable of securing each employee's name, badge number and picture on their locks that are used for Lockout purposes.

Local Demand 171

DIMENSIONAL CHECKS, GAP CHECKS, ETC. – Management recognizes that the responsibility of the tooling department is to maintain the dimensional integrity to the vehicle. In this regard the Tooling Department will be ultimately responsible to check that the correct tolerances are in place prior to making changes to tooling.

Local Demand 173

SCOOTERS FOR MAINTENANCE BREAKDOWN – It is Managements intent to have sufficient scooters available to be utilized for maintenance breakdown response. In the event that there is not a scooter available due to repairs, Management will contact a rental company to deliver a temporary replacement scooter.

Local Demand 181

TRADES BIBS AND COVERALLS – This instant demand is resolved on the basis that employees will be given the option of selecting five sets of shirt and pants or five pair of Bib-overalls. It is further agreed that the cleaning of the alternative clothing will be the responsibility of the employee. The maximum number of combinations of shirts and pants or bib-overalls will be a total of 5 sets. The five sets will be replaced as existing sets are no longer usable.

Local Demand 197

UAW SIGN – Management agrees to Install a UAW logo on both sides of the ASRS building or the Arlington General Motors assembly Plant.

Local Demand 204

TEAM LEADERS USING 2-WAY RADIOS AND WORK PROVIDED CELL PHONES – The parties recognize that certain jobs require communication devices. Every effort will be made to communicate that requirement to employees prior to acceptance of their position. (See also LD 313 of the 2019).

Local Demand 206

OVERTIME CHARTS – Management agrees to train supervisors on the Equalization of Overtime Charts. During the discussions of the instant demand it was discovered that the problems associated with maintaining the Equalization of Overtime Charts is not contained in the TKS system, but rather the lack of understanding how to use it properly. Therefore, this demand is resolved on the basis that Management will advise Group Leaders of their obligations to maintain accurate Equalization of Overtime Charts and hold training sessions to ensure that they have the proper knowledge to do so. Any future problems in this regard should be brought to the attention of the Labor Relations Department.

Local Demand 213

TRAINING FOR REPAIR DEPARTMENT – Management agrees to provide appropriate training for the repair department.

Local Demand 218

BADGE READER FOR TIME AND ATTENDANCE – Management will install a (TKS) time and attendance badge reader computer station in the new Body Shop where employees can check their payroll hours.

Local Demand 232

UNION BULLETIN BOARDS – Management will purchase five (5) new bulletin boards which will be placed at agreed upon locations throughout the plant, to be used by UAW local 276.

Local Demand 236

AIR QUALITY – Management assured the Union that the effectiveness of the air quality at the Arlington GM plant would be maintained by cleaning the air conditioning coils and filters on a regular basis per the schedule developed by Maximo and the preventative maintenance department.

Local Demand 238

CHAPLAINS COMMITTEE – Management will continue its current support of the Chaplains Committee. Furthermore, the Chaplains Committee will be allowed its current use of the old Chassis conference room until management designates another room for this purpose.

Local Demand 241

SCOOTER FOR CONFINED SPACE RESCUE TEAM – Management will make scooter Number 50–27 available for the Confined Space Rescue Team. Management will also provide a secured lock to ensure this scooter is used exclusively by the Confined Space Rescue Team.

Local Demand 253

LOCATION OF WARNING SIRENS, WHISTLES, ETC. – In those areas where the sound of the warning sirens and whistles are offensive to employees, Management will relocate them to the highest point available where they are still capable to serve their purpose. The parties that relocation may not be possible in some instances due to the impact on equipment.

Local Demand 258

CHASSIS AND SKILLED TRADES COMMITTEEPERSON OFFICES – Suitable office accommodations for the Chassis and Skilled Trades Committeepersons will be made in the General Assembly area as discussed by the parties.

Local Demand 263

63 A/B LIST POSTED IN BODY SHOP – Management informed the Union that a representative from each department, to be designated by Management, will be issued a copy of the 63a/b list each week to be posted at an agreed upon location.



1996 RESOLUTIONS/SETTLEMENTS

Resolution 4

RESTROOM IN BODY SHOP – Management will refurbish and install proper lockers in the two (2) restrooms that will be utilized by Body Shop employees.

Resolution 18

TEAM ISSUES – Management will provide the time and opportunity weekly for Team Leaders to meet with management to discuss team issues and pertinent business information.

Resolution 32

SMOKING AREAS – Management will provide six (6) facilities, with heating and air conditioning, outside the building for employees desiring to smoke. The sites will jointly be selected with the local Union. A joint review of existing facilities will be conducted, necessary repairs will be conducted, and necessary repairs will be made. Periodic maintenance will be performed.

Resolution 36

TEAM MEETING MINUTES – Team meeting minutes will be reviewed by management and problems or concerns will be addressed. Both parties recognized that the first step in this process is for the group leader to communicate with the Team and its Team Leader about problems and concerns and attempt to solve them at their level.

Resolution 37

ALL EMPLOYEES ASSIGNED TO A TEAM – All employees in the bargaining unit will be assigned to a team.

Resolution 42

PICNIC TABLES – Resolved on the basis that five (5) tables will be purchased for placement as determined by the parties.

Resolution 49

INCLEMENT WEATHER GEAR – When employees are required to work outside, they will be loaned proper inclement weather-related clothing.

Resolution 51

GLOVES – Gloves will be provided in areas of need that are adequate for the employees. Problems in this area should be identified and resolved. An adequate supply of gloves in various sizes will be maintained.

Resolution 57

AISLE FREE OF OBSTRUCTION – All aisles and exits will be kept free of obstructions that may prohibit the free flow of traffic.

Resolution 59

APRONS AND GLOVES – Management will supply aprons and gloves of good quality to employees as necessary.

Resolution 64

WEEKLY MANPOWER MEETINGS – For the purposes of scheduling plant manpower, the weekly Manpower meeting will be on Monday at 2:00 p.m. If for some reason this meeting must be rescheduled, the Union will be notified as soon as possible.

Resolution 67

MEDICAL/ADAPT PLACEMENT ON JOBS – It is the responsibility of the Joint Placement Coordinators to be available for job evaluation and placement process.

Resolution 71

NOTIFICATION OF JOB CHANGE OR ELIMINATION – Current plans include much training for both hourly and salary employees. A large portion of this training, for supervisors includes how to address the concerns and problems in their areas. It is Managements intent that through this training and other efforts supervisors will be more sensitive and responsive to employees' needs. Certainly, whenever possible employees should be well aware and involved in changes and conditions that affect their work group. Management will notify employee prior to job change or elimination as far in advance as possible. Every effort will be made to keep employees aware of the change that will affect them.

Resolution 84

EMERGENCY CALLS – Due to concerns raised during these negotiations the parties have agreed to work jointly to develop a procedure with security to ensure that emergency telephone calls are promptly and appropriately handled.

Resolution 96

SUB CONTRACTOR NOTIFICATIONS – The General Contractor is responsible for maintaining records of sub-contractors on the premises. These records can be accessed by GM Arlington.

Engineering Department. Vehicle passes and personal passes that provide access to this facility are issued by the General Contractor. Access to this information by the Union can be requested through the sub-contracting review committee.

Resolution 99

SHIFT PREMIUM WHEN SENT TO ANOTHER SHIFT –

Management intends to comply with the long-standing agreement and continue to pay shift premium to employees assigned to another shift for the exclusive function of training. The employees shift premium of his/her regular shift will be paid for a two-week period under these circumstances.

Resolution 102

WATER FILTER ON FOUNTAINS – Installation of new water fountains will include water filters.

Resolution 107

AC HOUSE MAINTENANCE – AC houses will have regular preventative Maintenance schedule.

Resolution 120

LIQUIDS ON FLOOR – When a significant amount of liquids such as water, oil, etc. is on the floor of the employee's operation and creates a safety hazard, the employee will not be required to perform his/her task until the hazard has been corrected.

Resolution 123

RESPIRATORS – If management makes the determination that a respirator is required the employee will be trained and given a physical. Employees whose task require the use of a personal respirator will be issued a respirator for their exclusive use. Personal use respirators do not include emergency use respirators such as SCBA air supplied full face type respirators.

Resolution 126

EYE WASH STATIONS – Eye Wash stations are to be repaired and maintained on a regular basis. Eye Wash stations are to be identified with a visible sign in accordance with ANSI Z358.1-1990.

Resolution 133

MEDICAL RECORDS – Access to employee exposure and medical records is governed by OSHA standard 29CFR 1910.20 and 1913.10 permitting direct access by employees or their designated representatives and by OSHA.

Resolution 151

JOB POSTINGS – Job Posting information will be given to the Union for display in mutually satisfactory areas



1993 DEMAND SETTLEMENTS

ASSIGNMENT OF HOURLY EMPLOYEES TO COMPILE RECORDS – For the sole purpose of discipline, Management will not assign the compiling of records to hourly employees.

BACKING-UP VEHICLES (SHIPPING LINE/CONVEYORS) – Production Vehicles will not be backed up.

CHECKING OF EMPLOYEES CARS – Plant Security will not enter the employees car without permission unless for an unusual situation, as headlights being left on, fire, etc.

EMPLOYEES ASSIGNED TO CHASSIS PITS – Management will give consideration to the physical characteristics of employees when assigning employees to work in the pits on a permanent basis.

NO HOURLY PERSON BE ALLOWED TO SUPERVISE ANOTHER HOURLY PERSON – Management does not advocate hourly employees engaging in supervisory responsibility type tasks outside the realm of team concept. Problems in this regard brought to management's attention will be corrected.

NOTIFICATION TO EMPLOYEES OF DAILY OVERTIME – Management stated that as a matter of policy it will do everything possible on daily overtime to notify employees at least (2) two hours in advance of their quitting time. When any department is scheduled for a given Saturday or Sunday, management will do everything possible to notify employees at least (2) two days in advance of the day scheduled. It is recognized that implementation of this entire policy may not always be possible due to breakdowns, emergency conditions and unusual circumstances.

PERSONAL LOCKERS – It is not Managements intention to open personal lockers except in emergency or unusual conditions. When lockers are opened it is managements practice to have a plant security employee in attendance. It is also managements policy to notify in advance by bulletin when lockers are to be cleaned during model change periods or other similar circumstances.

TESTING OF LINES – The only reason lines are tested is to ensure that the lines will operate at the beginning of the shift. The testing is to be done only by authorized hourly employees. Tests of this type would not normally involve forward movement of the conveyor line more than six (6) to twelve (12) inches.

UNSOLICITED OFFERS TO ALLOW EMPLOYEES TO LEAVE THE PLANT – Settled on the basis that in those instances when management makes an unsolicited offer to allow employees to leave the plant, it will not be reflected on the employee's attendance record.

WATER AND OIL LEAKS – Management intends to correct leaks as they occur in the plant.

WORKING BEFORE STARTING TIME OR DURING LUNCH – Employees are not to work before starting time or during lunch hour unless instructed to do so by management, and when so instructed will be properly paid for the time worked. It is the responsibility of the immediate supervisor in the area to see that work of this nature is not performed under any other circumstances.



1990 DEMAND SETTLEMENTS

CLOTHING DAMAGED – Each claim for damaged clothing will be reviewed and resolved on the facts involved in that particular situation.

EMERGENCY PHONE CALLS – Legitimate Emergency Calls will be relayed promptly to the affected parties. A procedure has been established to handle all legitimate emergency calls in an expeditious manner.

EMPLOYEE PERSONAL LOCKERS – When a problem, in regards to a locker is brought to management's attention, it will be corrected. When an employee needs a locker, it will be provided.

ENTRANCE AND EXIT SECURITY CHECKS – Rather than personally touching food items, employees will be expected to display, upon request, items in their possession as part of the security check.

EXCUSED IN ADVANCE – Upon request, AVOs will be granted to employees who are excused in advance or excused to leave the plant early.



LOCAL DEMANDS SETTLEMENTS

(By topic)

Air Conditioning and Ventilation

Management will ensure that air conditioning will be operational for all **production** shift hours in the Body Shop. **2011 LD-3 Settlement**

Under current operating conditions, Management assured the Union that it would continue its current practice of operating one chiller during the summer months when production is not running and there are limited skilled trades employees scheduled to work. Problems that arise in this area can be brought to the respective area Technical Superintendent for resolution. **2011 LD-52 Settlement**

Management will ensure that the ventilation system in Finesse Deck area is maintained in proper working order. **2011 LD-76 Settlement**

Management assured the Union that the air conditioning system for the Care Line would be maintained in good working order. Problems that arise in this area can be brought to Management for resolution. **2011 LD-103 Settlement**

Management's Statement of Policy: It is the intent of Management to have the Air Conditioning system PM'd and ready to run by May 1st of each calendar year. **2007 LD-147 Settlement**

Management will inspect the ventilation system in the Body Shop to ensure that it is functioning properly. In the event that repairs are necessary, Management will make the necessary repairs. **2007 LD-199 Settlement**

Management assured the Union that the effectiveness of the air quality at the Arlington General Motors Assembly Plant would be maintained by cleaning the air conditioning coils and filters on a regular basis per the schedule developed by Maximo and the preventative maintenance department. **1999 LD-236 Resolution**

The plant engineer has committed his intention that when the plant air conditioning system is shut down at the end of the cooling season, the maintenance, repair and testing required for the system will commence in a timely manner so that the system will be ready if possible for the new cooling season. **1993 or prior demand settlements**

Body Shop

Management will continue to abide by Local Demand #119 of the 2007 Local Agreement. **2011 LD-2 Settlement**

Management will provide a covered picnic table outdoors on the North side of the Body Shop. **2007 LD-2 Settlement**

As the work in question (cleaning welding cells) is transitioned to an outside supplier in accordance with the Memorandum of Understanding signed by the Local Parties on February 15, 2008 and the letter in the 2007 GM-UAW National Agreement regarding Housekeeping, Management will have the vendor develop a schedule which includes regular cleaning of the Body Shop cells. **2007 LD-119 Settlement**

“M” deck in the Body Shop will be automated to provide for automatic shutdown & startup at breaks & lunches, within 90 days of ratification of the Local Agreement. **2007 LD-252 Settlement**

The Manpower Committee will discuss any and all new jobs introduced to the Body Shop. **2007 LD-285 Settlement**

Chassis

The parties have had lengthy discussions surrounding the issues cited in this demand. In regards to this issue, the parties have developed a practice that has worked to meet the needs of both Management and Union, relative to the five (5) hybrid jobs in Chassis identified in this demand, when the spacing and schedule are irregular. In most cases, these hybrid operators will be assigned to build hybrids when hybrids are in the schedule and they will be used as ARs in the Chassis Department when hybrids are not in the schedule. Problems that arise in this area can be brought to the Chassis Shift Leader on the respective shift for resolution. **2011 LD-22 Settlement**

Management will continue to provide an annual shoe allowance of \$80.00 to the employees that are working on the jobs that the parties have previously agreed upon. The date that will be used to determine who is eligible each year will be October 1st. The Chassis District Committeeperson on each shift will provide the list of eligible employees to the Labor Relations Supervisor. Payment will be made within fifteen (15) days of receipt of the list. **2011 LD-24 Settlement**

All 8001 openings in Dept. 25 will be scoped by seniority. **2007 LD-28 Settlement**

Coveralls

Management recognizes its obligations to provide employees with proper protective equipment, which in extreme situations would require insulated clothing. Therefore, Management agrees to maintain a supply of insulated coats and coveralls in various sizes in agreed upon locations, for employees to use when they would be required to work exposed to cold situations, or work in the elements of inclement weather. Furthermore, Management agrees to clean this protective clothing after it has been issued to an employee and prior to the clothing being issued to a second employee for their use. Any problems with the implementation of this demand should be brought to the attention of the District Committeeperson and the respective Area Manager. **2003 LD-59 Settled**

Management will continue the current practice of providing all Skilled Trades employees seven (7) pairs of desired clothing. It is understood between the parties that all Skilled Trades employees currently working at the Arlington Plant have already received their choice of the seven (7) pairs of clothing from the agreed upon selection. In this regard, Management will continue the practice of providing seven (7) pairs of clothing from the agreed upon selections to any new Skilled Tradesmen and will also continue the established practice of exchanging worn out clothing, on a one for one basis. **2003 LD-74 Settlement**

Department 27 (Repair)

The parties recognize that employees in Department 27 can move vehicles to the next stage of the assembly process after they have completed their designated repair, during regular production hours and scheduled production line time on Friday and Saturday. **2011 LD-25 Settlement**

Emergencies

When emergency calls are received at the plant, Management will deliver the emergency message in an expeditious manner. Furthermore, the caller will be provided a call number, the name of the security officer, and the time the call was received. **2003 LD-540 Settlement**

Fans

Fans at GMVM-Arlington will be cleaned on an as needed basis. Issues relative to specific areas of concern will be addressed by the parties. **2011 LD-75 Settlement**

Fitness Center

The fitness center is on a schedule for regular cleaning. In addition, Management will continue its current practice of inspections and repairs as required. **2011 LD-78 Settlement**

The fitness center will be open twenty-four hours per day on an unstaffed basis. As a result of the fitness center being unstaffed, “free weights” will be removed to ensure the safety of employees who are working out. **2007 LD-187 Settlement**

Floor Mats

Any problems that may arise regarding floor mats will be discussed by the Manpower Committee. **2007 LD-275 Settlement**

Present plans are to replace the majority of the walking mats in the plant as a part of the Truck Project. Replacement mats will be made available to replace damaged or worn mats. **1999 LD-56 Resolution**

Housekeeping and Maintenance

Drinking Fountains, Ice Machines, Restrooms, Sinks, Vending Machines

Management assured the Union that hot water would be available in all restrooms. Problems that arise in this area can be brought to Management for correction. **2011 LD-4 Settlement**

Management will implement the previously agreed upon Local Demand 30 settlement from the 2007 Local Agreement. **2011 LD-21 Settlement**

Management assured the Union that the water fountains would be maintained in proper working order. Issues that arise in this area can be brought to the Facility Area Manager for resolution. **2011 LD-84 Settlement**

The ice machines will be maintained in good working order. Problems that arise in this area can be brought to Facilities Area Manager for resolution. **2011 LD-85 Settlement**

The cafeteria will be cleaned as required. It is understood that employees share in the responsibility to maintain cafeteria cleanliness. **2011 LD-88 Settlement**

The restrooms at the Arlington facility are on a regular cleaning schedule which includes the restocking of all supplies that employees use. Issues surrounding the cleanliness of a restroom or a shortage of supplies can be brought to the Facilities Area Manager for resolution. **2011 LD-99 Settlement**

Management agrees to install a wash basin and stock it with soap and towels as well as provide a water fountain at C-15. **2007 LD-30 Settlement**

Health and Safety (Includes Ergo)

Management recognizes its responsibility to properly train employees before they are assigned to work in restricted areas. In this regard, Management assured the Union that employees would not be assigned to work in restricted areas without the proper training and PPE. **2011 LD-48 Settlement**

The local Management will work with our rail carrier to establish an effective and efficient process for material delivery to the Body Shop in which locomotives will not be brought inside the building with the engine idling. The process will be reviewed with the Local Joint Health and Safety Committee for input before it is implemented. **2011 LD-73 Settlement**

The Joint Health and Safety Representatives will review the current practices of storing and cleaning respirator equipment to ensure compliance with OSHA Standards. In the event changes are required, Management will make the necessary modifications to ensure compliance with the OSHA standard relative to storing and cleaning of respirator equipment. **2007 LD-111 Settlement**

The core elements of the Joint Health and Safety Program are common across all General Motors facilities. However, Management has and will continue to support visits to other facilities, as business conditions warrant, to review Best Practices in Safety. In the event the Local Joint Health and Safety Committee would like to review a Best Practice at another facility, the request should be processed for review and approval through the Key Four. **2007 LD-114 Settlement**

Working in the overhead guarding is restricted to “authorized personnel only”. Skilled trades employees are authorized only to the extent a defined task is required. It is also recognized that repair, inspection, and other similar tasks may need to be performed. In order to be considered “authorized” to perform this work, the employee must have a SOP reviewed with them on “Safety issue on working in overhead screen guarding”. The SOP will be developed and approved by the Safety Department and reviewed with the Team Leaders semi-annually. Any additional employees will be required to have the SOP reviewed with them before being allowed to go into the overhead screen guarding to be considered “authorized”. **2007 LD-116 Settlement**

The Corporate Medical Director has established the guidelines for Emergency Response Teams and will continue to review the recommendations made by the National Joint Committee for guideline improvements. In addition, the national parties have agreed that the Plant Safety Review Board at each site is responsible to ensure that an emergency response plan is in place for their location. Problems that arise can be referred to the Divisional Review Board for resolution. **2007 LD-144 Settlement**

Management will provide a FET pack and a Digital Camera for use by the Joint Ergonomic Team. **2007 LD-194 Settlement**

MSDS sheets are presently available for all employees thru any Bruckner (Hagemeyer) terminal. Issues that arise relative to availability of MSDS sheets can be brought to an employee’s immediate supervisor’s attention for resolution. Furthermore, Management will have instructions printed regarding the usage of the terminal to access MSDS information and place these instructions on each of the Bruckner terminals. Moreover, Management will make sure that the H & S Representatives and Supervisors are knowledgeable of how to access MSDS information, to assist any employee who has a concern relative to chemicals that they use. **2003 LD-351 Settled**

Management agrees to notify, in a timely manner, the UAW H & S Representative on the shift at issue when a serious incident or severe injury occurs. **2003 LD-363 Settled**

When a significant amount of liquids such as water, oil, etc. is on the floor of the employee's operation, and creates a safety hazard, the employee will not be required to perform his/her task until the hazard has been corrected. **1999 LD-120 Resolution.** If necessary, concerns should be escalated to the Joint Health and Safety reps to review and make a determination to resolve. If escalation is required, it will be escalated to the Shift Leader and Zone Committeeperson. **2019 LD 656.**

It is not Management's intention to set up an operation on a moving conveyor in a location that could cause injury to an employee. **1999 LD-125 Resolution**

Drivers are to use extreme caution when driving down aisles and must yield to pedestrian traffic. Any violation should be reported to the employee's supervisor. **1999 LD-137 Resolution**

Job Setup

Management will keep an appropriate amount of battery guns on hand to ensure that employees who need them to perform their job will have them available. **2011 LD-91 Settlement**

Sequencing racks will be repaired or replaced as required. **2011 LD-92 Settlement**

Under current operating conditions, resident Industrial Engineers spend a portion of their time on the second shift. Management has and will continue to support the IE needs of the second shift. Problems that arise in this area can be brought to the IE Manager for resolution. **2007 LD-227 Settlement**

Standard Time Data is the acceptable method to be utilized in evaluating workstation cycle times. Standard Time Data is based on the actual time studies of various work elements conducted throughout General Motors. In

addition, the parties recognize that in unusual circumstances, the use of a stopwatch may be appropriate when evaluating or problem solving a specific workstation. In these circumstances, the evaluation will be conducted on the shift where the issue has arisen. It is understood that any request of this nature must be made by the Zone Committeeperson through the IE Manager.

2007 LD-228 Settlement

All job specific tools, toolboxes and personal lockers will remain on their respective operations whenever an employee moves to a new operation.

2007 LD-274 Settlement

Management recognizes its responsibility to provide the tools, equipment and training required by employees to perform their assigned tasks. In this regard, Management assured the Union that adequate tools, equipment, and training will be provided to employees to complete their job assignment. Furthermore, Management will provide an additional in plant phone in Department 27 at a mutually agreed upon location. **2003 LD-30 Settled**

Management will notify operators before changes will be made to their Best People Practice (BPP). In this regard, Supervisors will review the change with the operator to ensure there is sufficient time within the operator's time study to perform the required tasks. **2003 LD-44 Settled**

Management will review any changes to operations with the operators prior to them being made for clarification. In this regard, Management will solicit input from the operators and consider their suggestions on OCP changes that affect their operation prior to making a final decision on the changes. **2003 LD-269 Settled**

Management recognizes that from time-to-time workstations are moved or portions of the operations relocated to other areas. Management assured the Union that when moves such as this occur, the District Committeeperson and all parties involved on both shifts will be notified of the pending move. It is imperative that for successful movement of any operation the proper placement of the monitors, lockers, team lockers, break tables, supply racks, workstations, table and chairs, water fountains, fans, are all completed during the transition. **2003 LD-439 Settled**

Management provides employees lockers for their personal use. The Knaack lockers were purchased for teams to place their tools and equipment into for production purposes and may be used by team members for personal items at their own risk. **2003 LD-520 Settled**

Line Time and Overtime

Management will endeavor not to change the quitting time within thirty (30) minutes of the posted line time. Management will continue to abide by the local demand 18 of the 1999 local agreement. **2011 LD-105 Settlement**

Plant Engineering has indicated that the marquee boards are capable of displaying line time. Management will implement this initiative, in General Assembly, within 90 days following ratification of the Local Agreement. **2007 LD-182 Settlement**

Management will be cognizant of hours being offered to each shift when overtime is being scheduled and equalize such hours whenever practicable. **2003 LD-160 Settlement**

Item #6 of Resolution 93 from the 1996 Local Agreement will be removed from the Double Overtime Chart System. The balance of Resolution 93 will remain intact and will utilized going forward when a need for double shifters exists. **2003 LD-394 Settlement**

Management will continue its practice of asking, not insisting or ordering, employees to work during their scheduled lunch or breaks times strictly on a voluntary basis. Furthermore, when an employee does elect to volunteer to work during any of these time periods, Management will compensate these employees at the appropriate rate of pay. **2003 LD-640 Settlement**

Management will make every effort to offer overtime to employees the Thursday preceding the weekend overtime. However, the parties recognize there will be times wherein business conditions dictate the need for additional manpower that would require the asking of weekend overtime on Friday. Additionally, in the instance where there is a holiday weekend period, Management will offer the overtime to employees two days prior to the start of the holiday weekend period. **2003 LD-653 Settlement**

Management will endeavor not to change the quitting time within thirty (30) minutes of the posted line time. However, unforeseen breakdowns within the last thirty (30) minutes might cause Management to extend the line time. In this event, Management will only extend the line time (in tenths) for the same amount of time the line stopped within the last thirty minutes of the posted line time, exclusive of repair systems. **1999 LD-18 Resolution**

Employees are not to work before starting time or during lunch hour unless instructed to do so by management, and when so instructed will be properly paid for the time worked. It is the responsibility of the immediate supervisor in the area to see that work of this nature is not performed under any other circumstances. **1993 and prior demand settlements**

Lines of Demarcation

The National Parties have agreed in the Memorandum of Understanding RE: Document 112 – 2007 GM-UAW National Agreement, National Parties Interpretation dated May 15, 2009 that Millwrights, Pipefitters and Toolmakers will be combined into a Mechanical classification. This document stated: ‘It will be the responsibility of the local parties to identify the specific training plans for their sites, subject to the approval of the GM-UAW Skilled Trades and Apprentice Committee. Furthermore, the parties agree that in the event future skilled maintenance employees are not available from the existing GM-UAW skilled trades resources, the parties will acquire or train individuals in either the electrical or mechanical classification to meet Management’s future staffing needs for Manufacturing Maintenance’. In this regard, the work referenced in this demand can be done by Millwrights or Toolmakers as they have each been trained in the performance of these tasks. **2011 LD-57 Settlement**

The local parties are committed to reviewing existing work rules and practices, specifically in the areas of Lines of Demarcation, to eliminate situations that cause unnecessary delays or inefficiencies as defined by the National Parties in Document 112 of the 2007 GM-UAW National Agreement. In this regard, within 90 days following ratification of the 2008 Local Agreement, the Joint Lines of Demarcation Committee will review all existing Lines of Demarcation settlements in accordance with the spirit and

intent of Document 112. Any lines of demarcation not changed as a result of this review will be carried forward. **2007 LD-33 Settled**

It is not Management's intent to reassign work from Division II to Division I employees. **2003 LD-115 Settled**

The calibration of datamytes is work which properly falls within the Toolmaker classification. **2003 LD-235 Settled**

Management agrees that the work on the placement cylinders for studs and nuts in the Body Shop (also called lizard tongues) belongs to the toolmaker classification. **2003 LD-238 Settled**

With the continually advancing technology in the manufacturing processes, it is imperative that the skilled trades workforce use every resource available to them. It is necessary in this respect that the skilled trades workforce and controls engineer foster a working relationship and an understanding that each have job responsibilities. One of the primary functions of the controls engineer is to develop and oversee the programs for many different programmable devices: PLCs, robots, panel views, bar code readers, network devices, router, etc. The initial program design and setup of programmable devices is the primary function of the controls engineer. Initial program design may include programming changes made as a result of product, equipment, regulation and/or changes similar in scope. Electricians will be trained, prior to the completion of the startup phase, in the support and troubleshooting of the program for the purpose of maintenance support. Inputting program changes after the initial design stage will be made by the electricians with the understanding that engineers are a vital resource in the troubleshooting process and must be kept abreast of findings and improvements. Any changes deemed necessary by the engineers will be relayed to the proper electrician to be implemented. Extensive programming changes or complex problems may require the electrician working in conjunction with the engineer. Electricians are the normal and expected first responders to trouble calls but may be assisted by engineers in critical equipment breakdown situations when the need arises. Any work currently assigned to other bargaining unit employees will not be affected by the above language. **2003 LD-121 Settled**

(HP) EDS is responsible for the management, operation, provision and maintenance of computer and information processing services and communications services per Document 113 of the National Agreement. Job functions associated with manufacturing process which have been historically performed by GM hourly personnel should continue to be performed by bargaining unit employees. The delivery, installation, maintenance and troubleshooting of hardware and software which is directly associated with the manufacturing process equipment will be performed by GM employees. When work is to be done in the communication hubs, it may be necessary to work in conjunction with (HP) EDS personnel so that they are aware of changes which may impact the communications network. The installation and repair of the fiber optic network will be performed by the electrician classification. **2003 LD-131 Settled**

Management recognizes that the responsibility of the Tooling Department is to maintain the dimensional integrity to the vehicle. In this regard the Tooling Department will be ultimately be responsible to check that the correct tolerances are in place prior to making changes to tooling. **1999 LD-171 Resolution**

Material

The Material employee assigned to the Salvage/Reliability Support/ Chemical Handling job on each shift will be provided coveralls thru the current Coverall Exchange Program. **2011 LD-27 Settlement**

The parties have had lengthy discussions relative to the use of ARs in the Material Department. Management assured the Union that seniority would be a consideration when Material ARs are moved from one group to another. **2011 LD-28 Settlement**

Management has and will continue to include the Material Union Representatives when jobs or job rearrangements are being considered in the Material Department. **2011 LD-30 Settlement**

The Material Department is responsible to present all material to the various departments for production/assembly of the product where it is feasible and can be safely performed. Finally, Management assured the Union that where dolly exchange is part of the Material employees' responsibility it would be included in the Standard Time Data for the respective job. **2011 LD-31 Settlement**

ARs in Material will be offered the opportunity to work overtime by the position on the Paragraph 71 chart of the employee they are replacing. **2011 LD-110 Settlement**

Management will allow Material Department employees, seniority permitting to AVO to the Absentee Replacement Pool from bid jobs. **2007 LD-102 Settlement**

Management agrees that Salvage employees will work the same hours as the employees on 52 conveyor. **2003 LD-260 Settlement**

Management will not force any employee off an assigned job to perform as an Absentee Replacement (A/R) unless production will be impacted. **2003 LD-260 Settlement**

Medical

Management will continue to evaluate the number of employees and the work scheduled to be completed during the summer shutdown periods, weekends and Holidays, in determining the need for Plant Medical services. Problems that arise in this area can be brought to the Labor Relations Manager for resolution. **2007 LD-89 Settlement**

Management has and will continue to abide by Texas Workers Compensation laws and the provisions of the Supplemental Agreement covering the Life and Disability Benefits Program. Impartial Medical Opinions (IMOs) are scheduled in accordance with the provisions negotiated by the National Parties. Employees who have returned to work prior to the scheduled date of an IMO exam are not required to attend that exam under the guidelines negotiated between the parties. Impartial Medical Exams

(IMEs) are scheduled in accordance with the Texas Workers Compensation laws. The administrator of these benefits at the GMVM-Arlington facility makes every effort to schedule these exams outside an employee's normal working hours. Employees who have returned to work and are scheduled to attend an IME exam will be compensated for lost time up to their scheduled line time for the day of the exam. In the event an employee requests a change to an exam which has been scheduled outside his/her working hours to a time which interferes with their normal working hours, they will not be compensated under this settlement. Maximum Medical Impairment (MMI) exams are scheduled by the Texas Workforce Commission (TWC). Employees who desire to change the dates and/or time of the MMI exam are required to work through the TWC. Furthermore, employees who are injured at the plant and sent outside for medical treatment by Plant Medical, during working hours, will be compensated for their time up to their scheduled line time provided they return to the plant. Unique circumstances that arise relative to the implementation of this demand will be handled on an individual basis by Labor Relations Supervisor and the Zone Committeeman. **2003 LD-5 Settlement**

It is not Management's intent to reveal any information to the Medical Department relative to any employee's personal condition. However, Management is obligated to inform the Medical Department of all information pertinent to an employee's condition as it was either observed, or what Management's investigation has revealed. Furthermore, Management will instruct Supervisors that it is improper to capriciously add comments on the medical pass that are irrelevant to the employee's medical condition. **2003 LD-776 Settlement**

It is recognized that there are times when an employee, because of illness, dental needs, or appointments with attorneys must be excused from work. An employee having an appointment should advise his group leader of same as far in advance as possible and his request will be given every consideration. Any problems should be brought to the attention of Labor Relations. It is understood that, in the event that an employee becomes ill and requests to be excused from work to visit his doctor, such requests will be honored and if an employee is unable to work in the opinion of the plant medical department, the employee will not be requested to return to his/her

job. If the employee is required to return to his/her job, management will without undue delay make the necessary arrangement for the employee to leave the plant. The employee will be required to seek medical attention from his personal physician within twenty-four (24) hours and submit verification of the visit to the doctor. **1993 and prior demand settlements**

Miscellaneous

Employees can currently designate their payroll deductions to many non-profit agencies through the United Way and its Community Partners. Additionally, employees can choose to send their contributions to other United Way Organizations throughout the country. **2007 LD-118 Settlement**

The parties have held lengthy discussions during the course of these negotiations regarding parking lots. The current method of closing most gates has significantly reduced vandalism and theft in the employee parking lots. Management assured the Union that it is committed to working with the Union to address issues that are raised in this regard. **2007 LD-134 Settlement**

When an employee is loaned from one department to another, requiring significant travel time, the employee loaned out will be given time on the clock to return to their home department. **2003 LD-492 Settlement**

Management recognizes that during normal operations it is more desirable for instructions to be given to employees through their immediate supervisor. In keeping with this concept, Management will instruct floor supervision to relay orders through the immediate supervisor. Management pointed out that there may be situations that require that direction be given by other than the immediate supervisor, such as when the supervisor is not in the area, or during extreme production difficulties. In any event, employees must follow the last instructions given to them and they will not be disciplined for doing so. Any perceived abuses of this practice may be addressed with the appropriate departmental Superintendent and the Labor Relations Department. **2003 LD-617 Settlement**

During the course of these negotiations, the parties have had lengthy discussions surrounding the implementation of GMS, team size, ARs, the roles and responsibilities of Team Members & Team Leaders, Team Leader Training, and disqualifications, etc. Within 90 days following ratification of the Local Agreement, the Key 4 will designate a Management Representative and Union Representative to jointly develop a plan for full implementation of GMS (Team Size average ratio 6:1) at the Arlington facility. This plan will be reviewed and approved by the Shop Committee and Staff prior to implementation and will include any recommendations made by the National Parties in accordance with the letter relative to Quality Network and GMS in the 2003 GM-UAW National Agreement. Furthermore, in those areas where GMS has been implemented, as it relates to team size, a Vacation/Absentee Pool of 7% will be maintained for the life of this agreement. Additionally, the parties have acknowledged that issues may arise during the course of GMS implementation and are committed to resolution of these issues in a manner consistent with the GMS principles, which have been mutually agreed to. Furthermore, the 7% Vacation/Absentee pool will be based on the total number of authorized manpower for Division I excluding departments 04, 05 & 80 (It is understood the Dept. 80 number only includes the elected representatives, President and Financial Secretary). **2003 LD-632 Settlement**

When a discipline penalty is cleared from an employee's record with full pay for the time lost, any agreements regarding the removal of a prior discipline will be honored. **2003 LD-792 Settlement**

No hourly employee will be required or told to "Buy-Off" any items the employee has not personally checked. However, if there are discrepancies as to the item at issue being acceptable to be bought off and Management has instructed the employee to buy it off, they must be instructed, after Management has initialed the item in question. **2003 LD-824 Settlement**

Management will purchase laminating equipment that is capable of securing each employee's name, badge number and picture on their locks that are used for lockout purposes. **1999 LD-165 Resolution**

Those areas where the sound of the warning sirens and whistles are offensive to employees, Management will relocate them to the highest point available where they are still capable to serve their purpose. The parties recognize that relocation may not be possible in some instances due to the impact on equipment. **1999 LD-253 Resolution**

It is not Management's intention to open personal lockers except in emergency or unusual conditions. When lockers are opened it is management's practice to have a plant security employee in attendance whenever possible. It is also management's policy to notify in advance by bulletin when lockers are to be cleaned during model change periods or other similar circumstances. **1993 and prior demand settlements**

Mobile Equipment

Management will work with the lessor of the mobile equipment to replace the current unit with a covered unit for use by the Joint Health & Safety Team. **2011 LD-86 Settlement**

Currently there are an adequate number of bicycles and/or scooters assigned to the Body Shop. Discussion will be held between the Technical Superintendent in the Body Shop and the District Committeeperson to ensure that mobile equipment is properly allocated amongst the skilled trades employees. **2007 LD-74 Settlement**

Management assured the Union of its intent to properly maintain the mobile equipment that employees utilize on a daily basis. Problems that arise in this area can be brought to the Facilities Area Manager for resolution. **2007 LD-117 Settlement**

Management's intent is to have sufficient scooters available to be utilized for maintenance breakdown response. In the event that there is not a scooter available due to repairs, Management will contact a rental company to deliver a temporary replacement scooter. **1999 LD-173 Resolution**

Monitors

The parties have held lengthy discussions on the use of the TV monitors in the GMVM-Arlington facility. The function of these monitors is a communication device for both Management and the Union. In this regard, Management will ensure that the TV Monitors in the Team Rooms will be maintained in good working (should read “order”) or replaced if they are inoperable. It is Management’s intention to leave the line side TV Monitors in place. However, as they become inoperable, they will not be replaced.

2011 MI-017 Settlement

Paint Shop

Management will provide an air curtain or heavy plastic curtain at the entrance of the Finesse Deck. **2011 LD-7 Settlement**

Management will review the area cited by the Union in this demand. (Finesse deck steps, handrails, and walking areas) Management assured the Union that these items would be properly maintained. **2011 LD-8 Settlement**

Management will ensure that the copy machine is in good working order. **2011 LD-9 Settlement**

All clean room employees will have access to company provided rubber boots or protective shoe covers. **2011 LD-11 Settlement**

The jobs currently in Dept. 15-09 will be returned to the list of jobs exempted from rotation for this life of this product. Future product decisions on this topic will be handled by the joint People Involvement Committee. **2011 LD-14 Settlement**

After the vacation period is over, gun repair will go back into the gun repair pool and get their vacations if other gun repair employees do not have those dates scheduled. **2011 LD-15 Settlement**

Management will provide a Team Leader AR on each shift in the Paint Shop. The parties are committed to insuring that this Team Leader is trained in all areas of the Paint Shop. In addition, the current opening in the Paint Shop will not be filled until 1/1/12 or until a final decision has been reached on the temporary assignment of the Mutilations Coordinator. **2011 LD-18 Settlement**

There will be no spray painting on the Mask Deck A during production hours. **2007 LD-19 Settlement**

Management agrees to train the Absentee Replacement's (A/R's) on the Gun Tech job when manpower permits. **2007 LD-14 Settlement**

The Gun Technician Operators will be considered a separate group for the purpose of shift preference. **2007 LD-22 Settlement**

The instant demand is satisfactorily settled on the basis that resistivity checks is Division I Bargaining Unit Work. **1999 LD-140 Resolution**

Management will provide Paint Shop employees working on grates in paint booths with quality insoles as needed. **1999 LD-142 Resolution**

Concerns relative to excessive spraying on the Finesse deck have been raised during these Local Negotiations. It is not Managements intent to spray paint major body panels on the Finesse deck. Any problems should be brought to Management's attention for discussion with the appropriate Union and Management personnel. **1996 LD-188 Resolution**

Portable Tools

Management assured the Union that the work currently performed by the bargaining unit employees assigned to Portable Tools will continue to be performed by bargaining unit employees. **2007 LD-90F Settlement**

Settlement of this demand will replace the Memorandum of Understanding regarding Portable Power Tools dated 8/7/98. For the purpose of administering the Local Shift Preference Agreement, the Portable Tool

employees will no longer be considered a separate occupational group. In the event a Portable Tool employee is displaced from the group by another employee exercising their shift preference, no other shift preference moves will occur in the Portable Tool Crib for 60 days, due to the complexity of the work assignments and the multi-trade responsibilities associated with Portable Tool tasks. If the Manpower Committee mutually agrees that additional training is required, the 60-day training period may be extended for an additional 30 days. This change will take effect after the three EITs have been reassigned and their replacements have been adequately trained. Employees assigned to the Portable Tool Crib will have an area overtime chart. Employees will also be listed on their respective trade overtime (“B”) chart. Replacement of employees will be by trade, through the Posting Procedure, unless the Joint Manpower Committee deems it necessary to change the trade ratio due to change in work technology. **2003 LD-106 Settled**

Quality

The following jobs will be considered preferred jobs in the Quality Department:

1. Team Leader
2. Team Leader AR
3. Torque Monitor Team
4. GCA Team

2011 LD-29 Settlement

Management will continue to evaluate the job assignments of employees for efficiency and to ensure the best quality of the products we produce. In this respect, under current operating conditions and manpower restraints, the Inspection Torque Monitors will continue to perform checks deemed necessary to maintain the quality of the vehicle. **2003 LD-476 Settled**

Shift Preference

Shift Preferences are maintained by the respective Departments. Employees that desire information on Shift Preference can see their respective Business Manager. Problems that arise in this area can be referred to the Labor

Relations Supervisor for resolution. Furthermore, Management will provide the committee person a current list of shift preferences in their district upon request. **2007 LD-192 Settlement**

When employees are affected by a shift change, those employees will be notified no later than Wednesday prior to the scheduled move. The parties agree that hardship shift changes and emergency shift preference moves detailed in H. 6 & 7 of this agreement are not applicable to these provisions. The moves will be made on Monday or the first day of the week. **2003 LD-778 Settlement**

Skilled Miscellaneous

Management assured the Union it would continue the current practice of reviewing the weekend work schedules at the weekly Skilled Trades Manpower Meeting. **2011 LD-33 Settlement**

Management assured the Union Toolmaker work in the Paint Shop would be handled in accordance with the provisions of Paragraph 183 of the GM-UAW National Agreement. In conjunction with this review under Paragraph 183 of the National Agreement, Management will review the feasibility of performing the work with Toolmakers in the Body Shop or General Assembly. **2011 LD-34 Settlement**

Many of the tasks cited in this demand (Point of Use Crib Attendant/ Expediter) that were previously done by an Expediter have been transitioned to Skilled Trades Team Leaders in conjunction with the Memorandum of Understanding signed by the parties on 2/14/11 regarding the roles and responsibilities of Skilled Trades Team Leaders. **2011 LD-37 Settlement**

The issue cited in this demand (working through breaks) is covered in the 2007 GM-UAW National Agreement in Section 4 of the Contract Settlement Agreement. Management has and will continue to ensure that employees are afforded the relief that they are entitled in accordance with the National Agreement. Problems that arise in this area, can be brought to Management & the Union for resolution. **2011 LD-43 Settlement**

The parties have had lengthy discussions surrounding the issue contained in this demand. (failure to post jobs in a timely manner) Management assured the Union that the Job Posting process for Skilled Trades would be followed as defined in our Local Agreement. In addition, Management will include the Skilled Trades Committeepersons in decisions about moving employees to cover the resulting openings. **2011 LD-55 Settlement**

Management assured the Union that when contractors are in the plant performing normal and historical Toolmaker work it would be handled in accordance with the provisions of Paragraph 183 of the GM-UAW National Agreement. **2011 LD-67 Settlement**

Management assured the Union that Lotus Notes and/or an email address would be provided to skilled trades employees when it is required for them to complete their assigned tasks. **2007 LD-63 Settlement**

Instructions are typically given to an employee by their supervisor. However, there are occasions where corrective or additional instructions will be given by others. In any event, employees will be expected to follow the last instructions given to them by a member of Management. Finally, Management assured the Union that every effort would be made to inform the original member of Management of the change in work assignment for the tradesman. **2007 LD-69 Settlement**

Management has and will continue review changes in shift starting times with the Local Union in accordance with the provisions of Paragraph 88 of the National Agreement. Additionally, the parties recognize that some skilled trades employees may have different starting times on weekends, Holidays, and shutdown periods to ensure job continuity between shifts. Problems that arise in this area are a proper topic of discussion between the parties at the weekly Skilled Trades Manpower Meeting. **2007 LD-83 Settlement**

Management informed the Union that the plant engineers use the National Electric Code (NEC) books when they lay out a project to be performed by the electricians. Therefore, this demand is resolved on the basis that the National Electric Code (NEC) books will be maintained in the plant engineering office and made available to review by any electrician. **1999 LD-164 Resolution**

Skilled Trades Equipment and Licenses

Management has and will continue to pay for classes and licensing fees for skilled trades employees in accordance with the National Agreement when such classes and licenses are required to perform tasks assigned to them at the plant. **2011 LD-32 Settlement**

Management will purchase for use in General Assembly a similar piece of equipment (cutter grinder) to that which was provided for use by Toolmakers in the Body Shop. **2011 LD-68 Settlement**

Skilled Trades employees that are assigned to a four-day ten-hour schedule and have an approved vacation day for Thursday will not be required to work the Friday, Saturday, or Sunday immediately following their approved vacation day. In addition, Skilled Trades employees that are on a five-day eight-hour schedule, will not be required to work on Saturday, or Sunday immediately following an approved vacation for Friday or preceding an approved vacation for Monday. **2011 LD-71 Settlement**

Management will review the asset disposal list in an effort to locate a Surface Grinder with a Y-axis automatic feed. In the event one is available on the asset disposal list, in good working order, Management will make every effort to procure this equipment for the General Assembly Tooling Shop. In this regard, Management will provide the Shop Chairperson a copy of the asset disposal list upon request. **2007 LD-77 Settlement**

Panel Views are used by skilled trades employees, production employees and Management employees. Management assured the Union that Toolmakers would receive training on the Panel Views where it was required in the performance of their assigned tasks. **2007 LD-78 Settlement**

Management will review the asset disposal list in an effort to locate CNC Mills & CNC Lathes. In the event one is available on the asset disposal list, in good working order, Management will make every effort to procure this equipment for use by skilled trades employees at the General Motors Arlington Assembly Plant. In this regard, Management will provide the Shop Chairperson a copy of the asset disposal list upon request. **2007 LD-79 Settlement**

Skilled Trades Overtime

The Rules for the Administration of Paragraph 71 as it relates to Skilled Trades and our current 'Key Man Agreement', references to team in Section 5a and 5b will be modified to departments to ensure that the language matches our current operating practice. **2011 LD-39 Settlement**

Full utilization will be defined as five (5) ten (10) hour days and two (2) eight (8) hour days, for the affected trades, when contractors are performing normal and historical work in the plant not associated with new product plant rearrangement or new product equipment installation. In addition, full utilization will be defined as seven (7) eight (8) hour days, for the affected trades, when contractors are in the plant for new product plant rearrangement and new product installation associated with new products. In all cases, it is clearly understood, that full utilization is only required on days that contractors are working in the plant. On days that contractors are not working, there is no utilization required. **2011 LD-44 Settlement**

The parties have had lengthy discussions surrounding the issue contained in this demand (gap in overtime hours between shifts). However, there are many factors that contribute to the differences in hours between shifts such as production schedules, double charging, varying numbers of employees on each shift, overs and unders, etc. However, issues that arise in this area, can be brought to the Skilled Trades Manpower meeting for discussion and resolution. **2011 LD-59 Settlement**

The parties signed a Memorandum of Understanding on 4/15/11 in an effort to address issues raised by the local union on the number of skilled trades employees that were being forced to work weekends. This MOU is scheduled to expire on 11/6/11. The parties will meet prior to its expiration to discuss this MOU. In the event the MOU is not extended, Equalization of Overtime for Skilled Trades employees will revert back to being offered site wide by trade, by shift. **2011 LD-62 Settlement**

Management stated its intent was not to force employees to work holidays on a routine basis. However, the parties clearly understand that emergencies may arise that could require employees to be forced to work on a holiday. Problems that arise in the area can be brought to the Skilled Trades Manpower Committee for resolution. **2011 LD-63 Settlement**

Whenever a maintenance employee (either skilled or non-skilled) changes shifts in order to attend a specialty school, that employee will remain on the overtime equalization chart on his normal shift. In the event overtime becomes available on the shift during which the school is being conducted, it will first be offered to employees normally assigned to that shift, then to employees temporarily on that shift to attend school, in seniority order. Any time overtime is offered to or worked by employees attending a specialty school, he will be charged on the equalization chart of his normal shift. Should overtime become available on his normal shift during the week, excluding weekend work, he shall not be charged on the equalization chart. **1993 and prior demand settlements**

Team and Break Areas

Management will provide an adequate team meeting area for the Clean Room employees in accordance with the GMS guidelines. **2011 LD-17 Settlement**

Management will provide a temperature-controlled environment for Skilled Trades Teams to meet. **2011 LD-45 Settlement**

Management will have the floor tiled in the Control Room of the Powerhouse. In addition, this Team Room in the Powerhouse will be brought up to the GMS standards for Team Rooms that have been agreed to by the local parties at GMVM-Arlington, including the purchase of a microwave oven and refrigerator. Finally, the parties recognize that it is the responsibility of the team to maintain the Team Room and the Team Room facilities. **2011 LD-61 Settlement**

Management will ensure that microwaves in team rooms and break rooms are maintained and kept in proper working order. **2011 LD-94 Settlement**

The issue cited in this demand (requirements for Skilled Team/Break rooms) will be referred to the Joint GMS Steering Committee for resolution. The committee is responsible for implementation of GMS throughout the GMVM Arlington facility. **2007 LD-181 Settlement**

The Material group currently has a team room in the Body Shop. In the event the room is moved or modified, the changes will be reviewed in advanced at the GMS Joint Steering committee meeting with the understanding that the parties at GMVM Arlington are committed to operating the facility in compliance with the GMS guidelines. **2007 LD-263 Settlement**

Team Leaders

A Functioning Team Leader returning from a Leave of Absence of greater than thirty (30) calendar days and less than six (6) months will have the right to go back to their Team seniority permitting. If the Functioning Team Leader does not have seniority over his or her replacement, the Functioning Team Leader will have the option of bumping the low seniority Functioning Team Leader in that department seniority permitting, on that shift, or go to the AR pool. The Functioning Team Leader who is displaced by the Team Leader returning from Sick Leave will also have the option of bumping the low seniority Functioning Team Leader, in that department, seniority permitting, on that shift, or go to the Team Leader AR pool. **2011 LD-97 Answer**

Following conclusion of local negotiations, the parties will review and modify as appropriate the Team Leader Selection and Deselection processes to ensure that all Team Leaders demonstrate the required skills and competencies to successfully support Team Members and the implementation of GMS at GMVM-Arlington. **2011 MI-016 Answer**

When an opening occurs, Functioning Team Leaders and Team Leader ARs within the department and on the shift will be scoped prior to any Team Leaders being transferred or reassigned into the department. **2011**

Team Leaders can order any material that is needed to support the operations in their team. In addition, vendor orders require an approval to ensure that the purchase is appropriate and within departmental budget. Problems that arise can be brought to the respective Area Manager for resolution. **2007 LD-171 Settlement**

In the event a Team is eliminated as a result of productivity improvements or line speed reductions the Team Leader that is impacted can elect to displace the lowest seniority functioning Team Leader in department or be placed in the AR pool. **2007 LD-186 Settlement**

Absentee Replacements

The parties will continue to utilize the language contained in Section 8 of the 2003 Local Wage Agreement. (AR utilized as Team Leader) **2007 LD-158 Settlement**

The first group to be considered when filling open Team Member jobs will be 8000 ARs. If there are not enough qualified 8000 ARs to cover all open jobs, 8001 ARs will be utilized to cover the remaining openings. In the event all Team Member jobs are filled and the 8001 ARs are not assigned, the 8001 ARs will be utilized to cover an absent Functioning Team Leader. Once an 8001 AR has been assigned to cover an absent Functioning Team Leader, the 8001 AR will assume all duties of that Functioning Team Leader and be treated no differently than other Functioning Team Leaders. Management agrees that Team Leader ARs are among the most knowledgeable employees in the Group Leader's area. Therefore, if a Team Leader AR has been assigned to cover a Team Member's job, and additional manpower becomes available, providing there are no Functioning Team Leaders that have been assigned to cover 8000 Team Member jobs, the Team Leader AR will be freed up and assigned other tasks. It is not the parties' intent to minimize the value of the 8000 ARs, who provide excellent coverage to maintain production in the absence of Team Members for various reasons. In this regard, the 8000 AR's assignments should be rotated in a fair and equitable fashion, as not to create favoritism or relieve Management of its obligation to train all ARs to be able to cover multiple job assignments, to maximize flexibility in manpower coverage. **2003 LD-668 Settlement**

Tag Relief

Management assured the Union that its intent was not to utilize Team Leaders to provide tag relief. In this regard, Management stated that sufficient manpower will be allocated to Body Shop, Paint Shop and Material to provide tag relief when it is required. **2007 LD-146 Settlement**

Team Meeting

The Group Leader is an integral part of GMS Implementation. In general, Group Leaders will begin Team Meetings with information to share with the Teams, and then allow the Teams to conduct their business. Management recognizes that teams may have issues that need to be discussed without the presence of the Group Leader. Management will notify the Teams prior to meetings of Management personnel who will be present at meetings. Finally, following the conclusion of local negotiations, Union & Management will meet to review the structure of Team Meetings at GMVM-Arlington. This review will include the content, time, length, and day of the meetings. **2011 MI-001 Answer**

Team meeting minutes will be reviewed by management and problems or concerns will be addressed. Both parties recognize that the first step in this process is for the Group Leader to communicate with the team and its Team Leader about problems and concerns and attempt to solve them at their level. **1996 LD-36 Resolution**

Temporary Employees

Management proposal is resolved on the basis that temporary employees may be assigned to any department with the exception of departments 28 & 70. Temporary needs in these areas will be handled by the district committeepersons in a manner similar to how those needs have been handled in 2009 & 2010, with the exception that the opening created by seniority employees moving to departments 28 and/or 70 to fill vacation needs will not be considered primary openings. Finally, temporary employees will not be utilized to fill Team Leader openings. **2011 MI-015 Settlement**

Management recognizes that there are some seniority employees who do not have sufficient seniority to work on the first shift and would like to change shifts for the summer vacation period. The Arlington plant usually hires A-9s (temporary employees) in the plant as vacation replacements, who do not have seniority and are hired to cover those employees who go on vacation. In this regard, if A-9s (temporary employees) are hired at the Arlington, and there are a few seniority employees in each of the production departments on the second shift who would like to work on first shift, Management agrees to disperse the allotment of A-9's (temporary employees) in a ration of 60% to the second shift and 40% to the first shift, to accommodate these seniority employees during the summer time period.

2003 LD-420 Settlement

Timekeeping (NTKS)

Overtime should be equalized on a weekly basis. It is Management's responsibility to ensure that overtime is tracked properly through the utilization of the NTKS system. Management assured the Union that this would be reviewed with all Management personnel. Problems that arise in this area can be brought to the Labor Relations Manager for resolution.

2007 LD-164 Settlement

Management will retain the current policy on employees ringing in and out.

2007 LD-180 Settlement

The attendance records for employees are maintained through NTKS by their supervisor. When employees are placed on a Sick Leave of Absence by the National Benefit Center, this information is processed through NTKS. When an employee returns from Sick Leave of Absence, Labor Relations will verify the effective date of the employees Sick Leave and include the information on the Entrance and Exit pass. When the employee gives the Entrance & Exit pass to the supervisor, the supervisor will verify that the employee has been properly coded in NTKS. In the event there are days which are not properly coded in NTKS they can be changed by the supervisor through a correction to closed payroll. Problems that arise in this area can be brought to the Labor Relations Supervisor for correction.

2007 LD-256

Training

Management assured the Union that training records would be kept up to date by the Joint Training Coordinators. Additionally, the parties are committed to maintaining required T3 certifications for the training instructors. Problems that arise in this area will be referred to the Key Four for resolution. **2007 LD-234 Settlement**

There will be two joint instructors (hourly and salary) for classes consisting of ten (10) or more students for team concept and quality network. Management will continue to support mini-PEL at the Arlington facility as business conditions warrant. **2003 LD-42 Settlement**

Management intends to comply with the long-standing agreement and continue to pay shift premium to employees assigned to another shift for the exclusive function of training. The employees' shift premium of his/her regular shift will be paid for a two-week period under these circumstances. **1999 LD-99 Resolution**

Transfers

Section C (8) of the Arlington Local Transfer Agreement will be modified as follows:

Subsequent secondary opening resulting from the posting will be filled by allowing seniority employees on the team to fill the opening. The highest seniority employee on the team will have the first opportunity, then in declining seniority order until the opening is filled. It is understood that this procedure will provide an opening for one (1) move on this team. The opening which results from this move will be posted department wide. The secondary opening resulting from the second posting will be filled by allowing the seniority employees on this team to fill the opening. The highest seniority employee on the team will have the first opportunity, then in declining seniority order until the opening is filled. It is understood that this procedure will provide for one (1) move on this team. The opening that results from these moves will be filled by Management & Union.

Finally, in Section C (9) the number of moves allowed for scoping of Team Leaders will be reduced from four (4) to two (2). **2011 LD-98 Settlement**

When an employee accepts or declines an offer to move with his or her job to another department, an AVO will be utilized to document the employee's election. **2007 LD-212 Settlement**

Trim

Management will provide each team in the Trim department with an additional Knaack locker. **2011 LD-19 Settlement**

Union

A disc containing 2011 Local Agreement Demand settlements and Contractual Agreements will be furnished to the Shop Chairperson, Zone Committeeman, and the District Committeepersons. **2011 LD-77 Settlement**

Management will purchase a fax machine for use by the Union in the Work Center. Expenses associated with the operation of this fax machine after the original purchase will be the responsibility of the Local Union. **2011 LD-96 Settlement**

The leadership at GMVM-Arlington has worked diligently to create an atmosphere of open communication based on the foundation of 'no surprises.' This means that we must always attempt to view issues, situations, and initiatives from the perspective of the other party. If either party determines that these matters might impact the business of the other, we must then take steps to communicate our concerns to the other in a timely manner to ensure that we are both basing our plans and actions from a common base of knowledge. This way we are often able to avoid unnecessary misunderstandings. If we follow this as an operating basis for our dealings with each other, we will develop a basis for mutual trust. Trust cannot be demanded by either party; it must be earned. We are committed to lead others in the development of this type of relationship with their Union and Management counterparts. To help build on our common knowledge base, following the conclusion of these local negotiations, the parties will

do a comprehensive review of the overall operating systems in the plant. We will also do a thorough review of the GMS principles and overall status to those objectives. It is our goal that these reviews will increase our common knowledge base and lead to a more trusting relationship based on a better understanding of each other's concerns. **2011 LD-108 Settlement**

A review of the current UAW Bulletin boards indicates the Board in the Body Shop Entrance needs to be replaced. The Board in the Tech. Center Entrance needs to be repaired or replaced. Additionally, Management assured the Union these boards would be maintained in good working order. Any problems that arise can be brought to the Labor Relations Manager for resolution. **2007 LD-151 Settlement**

When visits are made to other facilities with the intent of reviewing and implementing Best Practices and processes which will impact bargaining unit employees, the Key Four will determine the appropriate UAW representatives to participate in the visit. **2007 LD-211 Settlement**

Management will provide an office with the appropriate supplies and equipment for all district committeepersons for the life of the agreement. **2003 LD-485 Settlement**

Vacation

Employees that report to work on scheduled vacation days will be sent home promptly by Management. **2011 LD-46 Settlement**

Skilled Trades employees who are on five day eight hour schedule and have an approved vacation day on Thursday preceding a Friday holiday or an approved vacation day on Tuesday following a Monday holiday will not be required to work the Saturday or Sunday following the Friday holiday or preceding the Monday holiday. **2011 LD-50 Settlement**

Management will continue its current practice of allowing up to 12% of the skilled trades workforce to take vacation by trade, by shift, for applications that are submitted during the annual signup period in February of each year. Applications that are submitted on March 1 or after will be handled on a

first come, first serve basis by trade, by shift, by department. **2011 LD-58 Settlement**

The parties have held lengthy discussions surrounding the concerns cited by the Union in this demand. (7% vacation by department not group) Management and Union have worked diligently to ensure that all employees have the ability to utilize their allotted vacation hours as required by the National Agreement. In this regard, Management will continue to strive to allow up to 7% of the workforce to be off on vacation by shift, by department. However, the parties recognize that there may be occasions when the number of approved vacations in a department may be less than 7%, when the granting of an additional vacation would have an adverse impact on the efficiency of the department. Issues that arise in this area can be brought to the departmental manpower committee for resolution. **2011 LD-106 Settlement**

Management will continue its current practice of allowing employees, who are on a four (4) day ten (10) hour schedule to be excused from overtime work on Friday and/or Saturday when they have an approved vacation day for the Thursday preceding the Friday and/or Saturday. **2011 LD-107 Settlement**

Employees (skilled) who have an approved vacation on Monday will not be forced to work the preceding Saturday or Sunday. **2007 LD-261 Settlement**

Management has and will continue to maintain a list of skilled trades employees who applied for vacation during the February application period and were denied. In the event future openings occur, Management will utilize this list to authorize additional vacations by seniority. **2007 LD-55 Settlement**

A back up list will be developed for those vacation applicants that were denied their vacation request, during the time period specified in the National Agreement for vacation approval. Management agrees to allow the high seniority employee on the vacation backup list, to have the first opportunity to have the time off in the event those vacation days become available. Therefore, employees on the back up list, in seniority order, will

be offered the vacation time they applied for during the vacation application period, before this opening would be made available to other employees on a first come, first serve basis. Finally, Management assured the Union it would abide by this process and provide the Committeeperson a copy of the backup list upon request. **2007 LD-273 Settlement**

Vendors

The parties recognize the importance of having vendors responsible for the quality of the parts used in our assembly process. World class quality parts are necessary to build world class vehicles. In this regard, the quality of components used by GM-UAW employees in the assembly process of our vehicles is solely the responsibility of the supplier. The sorting and repair of defective parts will be handles by the supplier as directed by the Quality Department. The sorting and repair process will be done on-site at an isolated area, off the assembly line. The Quality Operations Manager will notify the Shop Chairperson and District Committeeperson when a supplier will have representatives in the plant sorting or repairing parts. **2011 LD-111 Settlement**

Management initiative is resolved on the basis that the parties will continue the current MOU and practices on this topic (vendor sorting and repairing parts) signed by the parties on 6/3/08. **2011 MI-006 Settlement**

Visitors/Contractors in the Plant

Management will notify the Shop Chairperson and/or Zone Committeeperson, in advance, when contractors are going to be in the plant. The intent of this notification is to provide advance notice, to the Union, of contractors which have not been previously covered in a Paragraph 183 Notice. **2007 LD-42 Settlement**

It is a Management function to determine the process of accessibility to the plant by visitors. Management will develop a process to ensure that all visitors and/or contractors have signed in, received the proper credentials, and received the appropriate safety information prior to gaining access to the facility. Additionally, Management will continue to provide a copy of the sign in sheet to the Shop Committee upon request. **2003 LD-130**

Minutes of Relief per Hours Worked

Shift Hours	Minutes Relief	Shift Hours	Minutes Relief
4.0	20	6.6	33
4.1	20	6.7	33
4.2	21	6.8	34
4.3	21	6.9	34
4.4	22	7.0	35
4.5	22	7.1	35
4.6	23	7.2	36
4.7	23	7.3	36
4.8	24	7.4	37
4.9	24	7.5	37
5.0	25	7.6	38
5.1	25	7.7	38
5.2	26	7.8	39
5.3	26	7.9	39
5.4	27	8.0	40
5.5	27	8.1	40
5.6	28	8.2	41
5.7	28	8.3	41
5.8	29	8.4	42
5.9	29	8.5	42
6.0	30	8.6	43
6.1	30	8.7	43
6.2	31	8.8	44
6.3	31	8.9	44
6.4	32	9.0	45
6.5	32		

Minutes of Relief per Hours Worked

Shift Hours	Minutes Relief	Shift Hours	Minutes Relief
9.1	45	10.6	53
9.2	46	10.7	53
9.3	46	10.8	54
9.4	47	10.9	54
9.5	47	11.0	55
9.6	48	11.1	55
9.7	48	11.2	56
9.8	49	11.3	56
9.9	49	11.4	57
10.0	50	11.5	57
10.1	50	11.6	58
10.2	51	11.7	58
10.3	51	11.8	59
10.4	52	11.9	59
10.5	52	12.0	60

MANAGEMENT POLICY SHOP RULES

PENALTIES FOR PERSONAL CONDUCT

The purpose of these rules and regulations is not to restrict the rights of anyone, but to define them and protect the rights of all employees and insure cooperation.

These shop rules and penalties have not been negotiated between local management and local union. They are for informational purposes and are not part of the Local Agreement.

1. Falsification of personnel or other records – **Discharge.**
2. Ringing the clock card of another – **Balance of shift plus two (2) weeks to Discharge.**
3. Repeated failure to ring own clock card – **Reprimand.**
4. Using another's pass, or permitting another to use your pass to enter the property – **Balance of shift plus two (2) weeks to Balance of shift plus thirty (30) days.**
5. Littering, or contributing to poor housekeeping, unsanitary or unsafe conditions, on plant premises – **Reprimand to Balance of shift plus three (3) days.**
6. Absence. (See Document 8 of the National Agreement at the end of this section).
7. Reporting late for work – **Reprimand.**
8. NOT APPLICABLE
9. Leaving own department or the plant during working hours without permission – **Balance of shift plus one (1) day.**

10. Distracting the attention of others, or causing confusion by unnecessary shouting, catcalls, or demonstration in the plant – **Reprimand to Discharge.**
11. Creating or contributing to unsanitary conditions – **Reprimand to Discharge.**
12. Possession of weapons on company premises at any time – **Balance of shift plus two (2) weeks to Discharge.**
13. Refusal to obey orders of foremen or other supervision – **Balance of shift plus one (1) day.**
14. Refusal or willful failure to do job assignment. (Do the work assigned to you and follow instructions; any complaint may be taken up later through the regular channels.) – **Balance of shift plus one (1) day.**
15. Unauthorized operation of machines, tools or equipment – **Reprimand to Balance of shift plus three (3) days.**
16. Making scrap unnecessarily, or careless workmanship – **Reprimand to Balance of shift plus one (1) week.**
17. Horseplay, scuffling, running or throwing things – **Reprimand to Discharge.**
18. Wasting time or loitering in toilets or on any company property during working hours – **Reprimand to Balance of shift plus three (3) days.**
19. Smoking in designated “No Smoking” areas – **Reprimand to Balance of shift plus two (2) weeks.**
20. Threatening, intimidation, coercing or interfering with employees or supervision at any time – **Balance of shift plus two (2) weeks to Discharge.**

21. Unauthorized soliciting or collecting contributions for any purpose whatsoever during working time – **Reprimand to Balance of shift plus two (2) weeks.**
22. Unauthorized distribution of literature, written or printed matter of any description in working areas on company premises during working time – **Balance of shift to Discharge.**
23. Posting or removal of notices, signs, or writing in any form on bulletin boards or company property at any time without specific authority of Management – **Balance of shift to Discharge.**
24. Misuse or removal from the premises without proper authorization of employee lists, blue prints, company records, or confidential information of any nature – **Balance of shift plus three (3) days to Discharge.**
25. Gambling, lottery or any other game of chance on Company premises at any time – **Balance of shift to Discharge.**
26. Abuse, misuse or deliberate destruction of company property, tools, equipment or the property of employees in any manner – **Balance of shift plus three (3) days to Discharge.**
27. Restricting output – **Balance of shift plus one (1) day.**
28. The making or publishing of false, vicious or malicious statements concerning any employee, supervisor, the company or its products – **Balance to Discharge.**
29. Abusive language to any employee or supervisor – **Balance of shift plus one (1) day.**
30. Fighting on the premises at any time – **Balance of shift plus two (2) weeks.**

31. Theft or misappropriation of property of employees or of the company – **Balance of shift plus thirty (30) days to Discharge.**
32. Possession of, or drinking of, liquor or any alcoholic beverage on company property at any time. Reporting for work under influence of alcohol, when suffering from alcoholic hangover, or in an unsafe condition – **Balance of shift plus one (1) day to Balance of shift plus three (3) days.**
33. Sabotage – **Discharge.**
34. Disregard of safety rules or common safety practices – **Reprimand to Discharge.**
35. NOT APPLICABLE
36. Immoral conduct or indecency – **Balance of shift to Discharge.**
37. Throwing refuse or objects on the floor or out the windows – **Reprimand.**
38. Stopping work or making preparation to leave work (such as washing up or changing clothes) before the signal sounds for lunch period or before the specified quitting time – **Reprimand.**
39. Refusal to cooperate with members of the Plant Protection Department in the performance of their duties – **Balance of shift plus one (1) day to Balance of shift plus two (2) weeks.**
40. Use, possession, distribution, sale or offering for sale, of narcotics of dangerous drugs including marijuana or any hallucinogenic agents, on company property at any time. Reporting for work under the influence of narcotics or dangerous drugs – **Balance of shift plus one (1) day to Discharge.**

41. Repeated violations of shop or safety rules – **Used in conjunction with Discharge for another shop rule violation when a long record is present.**

Paragraph 117 of the National Agreement – Balance of shift plus thirty (30) days to Discharge.

Assault – **Discharge.**

Lending money at usurious rates – **Discharge.**

**Progressive penalties for shop rules are as follows:
(excluding shop rule No. 6 – Absence)**

Reprimand

Balance of Shift

Balance of shift plus one (1) day

Balance of shift plus three (3) days

Balance of shift plus one (1) week Balance of shift plus two (2) weeks

Balance of shift plus thirty (30) days

Discharge

Absence without reasonable cause – Document 8 of National Agreement.

First instance	1st written warning
Second instance	2nd written warning (Referral to EAP services)
Third instance	Balance of shift plus one (1) week
Fourth instance	Balance of shift plus two (2) weeks
Fifth instance	Balance of shift plus thirty (30) days
Sixth instance	Discharge

LINE SPEED JOB CYCLE

JPH	MIN 1000TH	MINUTE	10TH SECOND
30.00	2.000	2 MIN	0.0 SEC
30.25	1.983	1 MIN	59.0 SEC
30.50	1.967	1 MIN	58.0 SEC
30.75	1.951	1 MIN	57.1 SEC
31.00	1.935	1 MIN	56.1 SEC
31.25	1.920	1 MIN	55.2 SEC
31.50	1.905	1 MIN	54.3 SEC
31.75	1.890	1 MIN	53.4 SEC
32.00	1.875	1 MIN	52.5 SEC
32.25	1.805	1 MIN	48.3 SEC
33.50	1.791	1 MIN	47.5 SEC
33.75	1.778	1 MIN	46.7 SEC
34.00	1.765	1 MIN	45.9 SEC
34.25	1.752	1 MIN	45.1 SEC
34.50	1.739	1 MIN	44.3 SEC
34.75	1.727	1 MIN	43.6 SEC
35.00	1.714	1 MIN	42.9 SEC
35.25	1.702	1 MIN	42.1 SEC
35.50	1.690	1 MIN	41.4 SEC
35.75	1.678	1 MIN	40.7 SEC
36.00	1.667	1 MIN	40.0 SEC
36.25	1.655	1 MIN	39.3 SEC
36.50	1.644	1 MIN	38.6 SEC
36.75	1.633	1 MIN	38.0 SEC
37.00	1.622	1 MIN	37.3 SEC
37.25	1.611	1 MIN	36.6 SEC
37.50	1.600	1 MIN	36.0 SEC
37.75	1.589	1 MIN	35.4 SEC
38.00	1.579	1 MIN	34.7 SEC
38.25	1.569	1 MIN	34.1 SEC
38.50	1.558	1 MIN	33.5 SEC
38.75	1.548	1 MIN	32.9 SEC
39.00	1.538	1 MIN	32.3 SEC
39.25	1.529	1 MIN	31.7 SEC

JPH	MIN 1000TH	MINUTE	10TH SECOND	
39.50	1.519	1 MIN	31.1	SEC
39.75	1.509	1 MIN	30.5	SEC
40.00	1.500	1 MIN	30.0	SEC
40.25	1.491	1 MIN	29.4	SEC
40.50	1.481	1 MIN	28.9	SEC
40.75	1.472	1 MIN	28.3	SEC
41.00	1.463	1 MIN	27.8	SEC
41.50	1.446	1 MIN	26.7	SEC
41.75	1.437	1 MIN	26.2	SEC
42.00	1.429	1 MIN	25.7	SEC
42.25	1.420	1 MIN	25.2	SEC
42.50	1.412	1 MIN	24.7	SEC
42.75	1.404	1 MIN	24.2	SEC
43.00	1.395	1 MIN	23.7	SEC
43.25	1.387	1 MIN	23.2	SEC
43.50	1.379	1 MIN	22.8	SEC
43.75	1.371	1 MIN	22.3	SEC
44.00	1.364	1 MIN	21.8	SEC
44.25	1.356	1 MIN	21.4	SEC
44.50	1.348	1 MIN	20.9	SEC
44.75	1.341	1 MIN	20.4	SEC
45.00	1.333	1 MIN	20.0	SEC
45.25	1.326	1 MIN	19.6	SEC
45.50	1.319	1 MIN	19.1	SEC
45.75	1.311	1 MIN	18.7	SEC
46.00	1.304	1 MIN	18.3	SEC
46.25	1.297	1 MIN	17.8	SEC
46.50	1.290	1 MIN	17.4	SEC
46.75	1.283	1 MIN	17.0	SEC
47.00	1.277	1 MIN	16.6	SEC
47.25	1.270	1 MIN	16.2	SEC
47.50	1.263	1 MIN	15.8	SEC
47.75	1.257	1 MIN	15.4	SEC
48.00	1.250	1 MIN	15.0	SEC
48.25	1.244	1 MIN	14.6	SEC
48.50	1.237	1 MIN	14.2	SEC

JPH	MIN 1000TH	MINUTE	10TH SECOND	
48.75	1.231	1 MIN	13.8	SEC
49.00	1.224	1 MIN	13.5	SEC
49.25	1.218	1 MIN	13.1	SEC
49.50	1.212	1 MIN	12.7	SEC
49.75	1.206	1 MIN	12.4	SEC
50.00	1.200	1 MIN	12.0	SEC
50.25	1.194	1 MIN	11.6	SEC
50.50	1.188	1 MIN	11.3	SEC
50.75	1.182	1 MIN	10.9	SEC
51.00	1.176	1 MIN	10.6	SEC
51.25	1.171	1 MIN	10.2	SEC
51.50	1.165	1 MIN	9.9	SEC
51.75	1.159	1 MIN	9.6	SEC
52.00	1.154	1 MIN	9.2	SEC
52.25	1.148	1 MIN	8.9	SEC
41.50	1.446	1 MIN	26.7	SEC
41.75	1.437	1 MIN	26.2	SEC
42.00	1.429	1 MIN	25.7	SEC
42.25	1.420	1 MIN	25.2	SEC
42.50	1.412	1 MIN	24.7	SEC
42.75	1.404	1 MIN	24.2	SEC
43.00	1.395	1 MIN	23.7	SEC
43.25	1.387	1 MIN	23.2	SEC
43.50	1.379	1 MIN	22.8	SEC
43.75	1.371	1 MIN	22.3	SEC
44.00	1.364	1 MIN	21.8	SEC
44.25	1.356	1 MIN	21.4	SEC
44.50	1.348	1 MIN	20.9	SEC
44.75	1.341	1 MIN	20.4	SEC
45.00	1.333	1 MIN	20.0	SEC
45.25	1.326	1 MIN	19.6	SEC
45.50	1.319	1 MIN	19.1	SEC
45.75	1.311	1 MIN	18.7	SEC
46.00	1.304	1 MIN	18.3	SEC
46.25	1.297	1 MIN	17.8	SEC
46.50	1.290	1 MIN	17.4	SEC

JPH	MIN 1000TH	MINUTE	10TH SECOND
46.75	1.283	1 MIN	17.0 SEC
47.00	1.277	1 MIN	16.6 SEC
47.25	1.270	1 MIN	16.2 SEC
47.50	1.263	1 MIN	15.8 SEC
47.75	1.257	1 MIN	15.4 SEC
48.00	1.250	1 MIN	15.0 SEC
48.25	1.244	1 MIN	14.6 SEC
48.50	1.237	1 MIN	14.2 SEC
48.75	1.231	1 MIN	13.8 SEC
49.00	1.224	1 MIN	13.5 SEC
49.25	1.218	1 MIN	13.1 SEC
49.50	1.212	1 MIN	12.7 SEC
49.75	1.206	1 MIN	12.4 SEC
50.00	1.200	1 MIN	12.0 SEC
50.25	1.194	1 MIN	11.6 SEC
50.50	1.188	1 MIN	11.3 SEC
50.75	1.182	1 MIN	10.9 SEC
51.00	1.176	1 MIN	10.6 SEC
51.25	1.171	1 MIN	10.2 SEC
51.50	1.165	1 MIN	9.9 SEC
51.75	1.159	1 MIN	9.6 SEC
52.00	1.154	1 MIN	9.2 SEC
52.25	1.148	1 MIN	8.9 SEC
52.50	1.143	1 MIN	8.6 SEC
52.75	1.137	1 MIN	8.2 SEC
53.00	1.132	1 MIN	7.9 SEC
53.25	1.127	1 MIN	7.6 SEC
53.50	1.121	1 MIN	7.3 SEC
53.75	1.116	1 MIN	7.0 SEC
54.00	1.111	1 MIN	6.7 SEC
54.25	1.106	1 MIN	6.4 SEC
54.50	1.101	1 MIN	6.1 SEC
54.75	1.096	1 MIN	5.9 SEC
55.00	1.091	1 MIN	5.5 SEC
55.25	1.086	1 MIN	5.2 SEC
55.50	1.081	1 MIN	4.9 SEC

JPH	MIN 1000TH	MINUTE	10TH SECOND
55.75	1.076	1 MIN	4.6 SEC
56.00	1.071	1 MIN	4.3 SEC
56.25	1.067	1 MIN	4.0 SEC
56.50	1.062	1 MIN	3.7 SEC
56.75	1.057	1 MIN	3.4 SEC
57.00	1.053	1 MIN	3.2 SEC
57.25	1.048	1 MIN	2.9 SEC
57.50	1.043	1 MIN	2.6 SEC
57.75	1.037	1 MIN	2.3 SEC
58.00	1.034	1 MIN	2.1 SEC
58.25	1.030	1 MIN	1.8 SEC
58.50	1.026	1 MIN	1.5 SEC
58.75	1.021	1 MIN	1.3 SEC
59.00	1.017	1 MIN	1.0 SEC
59.25	1.013	1 MIN	0.8 SEC
59.50	1.008	1 MIN	0.5 SEC
59.75	1.004	1 MIN	0.3 SEC
60.00	1.000	0 MIN	0.0 SEC
60.25	0.996	0 MIN	59.7 SEC
60.50	0.992	0 MIN	59.5 SEC
60.75	0.988	0 MIN	59.2 SEC
61.00	0.984	0 MIN	59.0 SEC
61.25	0.980	0 MIN	58.7 SEC
61.50	0.976	0 MIN	58.5 SEC
61.75	0.972	0 MIN	58.2 SEC
62.00	0.968	0 MIN	58.0 SEC
62.25	0.964	0 MIN	57.8 SEC
62.50	0.960	0 MIN	57.6 SEC
62.75	0.956	0 MIN	57.3 SEC
63.00	0.952	0 MIN	57.1 SEC
63.25	0.949	0 MIN	56.9 SEC
3.50	0.945	0 MIN	56.6 SEC
63.75	0.941	0 MIN	56.4 SEC
64.00	0.938	0 MIN	56.2 SEC
64.25	0.934	0 MIN	56.0 SEC
64.50	0.930	0 MIN	55.8 SEC

JPH	MIN 1000TH	MINUTE	10TH SECOND	
64.75	0.927	0 MIN	55.5	SEC
65.00	0.923	0 MIN	55.3	SEC
65.25	0.920	0 MIN	55.1	SEC
65.50	0.916	0 MIN	54.9	SEC
65.75	0.913	0 MIN	54.7	SEC
66.00	0.909	0 MIN	54.5	SEC
66.25	0.906	0 MIN	54.3	SEC
66.50	0.902	0 MIN	54.1	SEC
66.75	0.899	0 MIN	53.9	SEC
67.00	0.896	0 MIN	53.7	SEC
67.25	0.892	0 MIN	53.5	SEC
67.50	0.889	0 MIN	53.3	SEC
67.75	0.886	0 MIN	53.1	SEC
68.00	0.882	0 MIN	52.9	SEC
68.25	0.879	0 MIN	52.7	SEC
68.50	0.876	0 MIN	52.5	SEC
68.75	0.873	0 MIN	52.3	SEC
69.00	0.870	0 MIN	52.1	SEC
69.25	0.866	0 MIN	51.9	SEC
69.50	0.863	0 MIN	51.7	SEC
69.75	0.860	0 MIN	51.6	SEC
70.00	0.857	0 MIN	51.4	SEC
70.25	0.854	0 MIN	51.2	SEC
70.50	0.851	0 MIN	51.0	SEC
70.75	0.848	0 MIN	50.8	SEC
71.00	0.845	0 MIN	50.7	SEC
71.25	0.842	0 MIN	50.5	SEC
71.50	0.839	0 MIN	50.3	SEC
71.75	0.836	0 MIN	50.2	SEC
72.00	0.833	0 MIN	50.0	SEC
72.25	0.830	0 MIN	49.8	SEC
72.50	0.828	0 MIN	49.7	SEC
72.75	0.825	0 MIN	49.5	SEC
73.00	0.822	0 MIN	49.3	SEC
73.25	0.819	0 MIN	49.1	SEC
73.50	0.816	0 MIN	49.0	SEC

JPH	MIN 1000TH	MINUTE	10TH SECOND	
73.75	0.814	0 MIN	48.8	SEC
74.00	0.811	0 MIN	48.6	SEC
74.25	0.808	0 MIN	48.5	SEC
74.50	0.805	0 MIN	48.3	SEC
74.75	0.803	0 MIN	48.2	SEC
75.00	0.800	0 MIN	48.0	SEC
75.25	0.797	0 MIN	47.8	SEC
75.50	0.795	0 MIN	47.7	SEC
75.75	0.792	0 MIN	47.5	SEC
76.00	0.789	0 MIN	47.3	SEC
76.25	0.787	0 MIN	47.2	SEC
76.50	0.784	0 MIN	47.0	SEC
76.75	0.782	0 MIN	46.9	SEC
77.00	0.779	0 MIN	46.7	SEC
77.25	0.777	0 MIN	46.6	SEC
77.50	0.774	0 MIN	46.4	SEC
77.75	0.772	0 MIN	46.3	SEC
78.00	0.769	0 MIN	46.1	SEC
78.25	0.767	0 MIN	46.0	SEC
78.50	0.764	0 MIN	45.8	SEC
78.75	0.762	0 MIN	45.7	SEC
79.00	0.759	0 MIN	45.5	SEC
79.25	0.757	0 MIN	45.4	SEC
79.50	0.755	0 MIN	45.3	SEC
79.75	0.752	0 MIN	45.1	SEC
80.00	0.750	0 MIN	45.0	SEC
80.25	0.748	0 MIN	44.9	SEC
80.50	0.745	0 MIN	44.7	SEC
80.75	0.743	0 MIN	44.6	SEC
81.00	0.741	0 MIN	44.5	SEC
81.25	0.738	0 MIN	44.3	SEC
81.50	0.736	0 MIN	44.2	SEC
81.75	0.734	0 MIN	44.0	SEC
82.00	0.732	0 MIN	43.9	SEC
82.25	0.729	0 MIN	43.7	SEC
82.50	0.727	0 MIN	43.6	SEC

JPH	MIN 1000TH	MINUTE	10TH SECOND
82.75	0.725	0 MIN	43.5 SEC
83.00	0.723	0 MIN	43.4 SEC
83.25	0.721	0 MIN	43.3 SEC
83.50	0.719	0 MIN	43.1 SEC
83.75	0.716	0 MIN	43.0 SEC
84.00	0.714	0 MIN	42.8 SEC
84.25	0.712	0 MIN	42.7 SEC
84.50	0.710	0 MIN	42.6 SEC
84.75	0.708	0 MIN	42.5 SEC
85.00	0.706	0 MIN	42.4 SEC
85.25	0.704	0 MIN	42.2 SEC
85.50	0.702	0 MIN	42.1 SEC
85.75	0.700	0 MIN	42.0 SEC
86.00	0.698	0 MIN	41.9 SEC
86.25	0.696	0 MIN	41.8 SEC
86.50	0.694	0 MIN	41.6 SEC
86.75	0.692	0 MIN	41.5 SEC
87.00	0.690	0 MIN	41.4 SEC
87.25	0.688	0 MIN	41.3 SEC
87.50	0.686	0 MIN	41.2 SEC
87.75	0.684	0 MIN	41.0 SEC
88.00	0.682	0 MIN	40.9 SEC
88.25	0.680	0 MIN	40.8 SEC
88.50	0.678	0 MIN	40.7 SEC
88.75	0.676	0 MIN	40.6 SEC
89.00	0.674	0 MIN	40.4 SEC
89.25	0.672	0 MIN	40.3 SEC
89.50	0.670	0 MIN	40.2 SEC
89.75	0.669	0 MIN	40.1 SEC
90.00	0.667	0 MIN	40.0 SEC

2025

JANUARY (21)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

FEBRUARY (20)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

MARCH (21)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

APRIL (20)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MAY (21)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JUNE (20)

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

JULY (22)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (21)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER (21)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER (23)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER (17)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER (17)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

2026

JANUARY (19)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY (20)

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH (22)

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL (20)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY (20)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE (21)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

JULY (22)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST (21)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER (21)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER (22)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER (17)

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER (17)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

2027

JANUARY (19)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY (20)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH (21)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL (22)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY (20)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE (21)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

JULY (21)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

AUGUST (22)

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SEPTEMBER (21)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

OCTOBER (21)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

NOVEMBER (19)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

DECEMBER (17)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

2028

JANUARY (20)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY (21)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

MARCH (23)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL (18)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY (22)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUNE (21)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

JULY (19)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

AUGUST (23)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER (20)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER (22)

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER (18)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER (16)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

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