

**Warren Technical Center
2011 Local Agreement
Introduction**

The parties have spent considerable time discussing the competitive nature of the automotive industry, costs associated with operating the business, the competitive gap between GM and the competition, the factors affecting the long-term viability of the GM Technical Center and the Local Agreement modifications necessary to support our Joint Vision. In this regard, the parties recognize the highly competitive nature of today's business environment and the necessity to adapt to changing internal and external conditions.

It is further recognized that a profitable business and job security are the primary concerns of both parties. It is clear that real job security can only be achieved from producing the highest quality products at competitive costs and becoming the Global Shop of choice.

Accordingly, the parties fully commit to take the following necessary actions to assure its long term viability and agree to achieve world class operating targets and to assure the following initiatives are met.

- Standard Unit of Work (SUW)
- Part Cost
- Quality Metrics
- Percent of Properties Test Ready on Time
- Total cost per property

These program requirements only represent the current level of competitive agreement outcomes that are necessary for today's environment. Continuous improvement is required in the future to assure job security and GM Technical Center Leadership in all areas of the business.

Finally, the Management of the GM Technical Center and UAW Local 160 recognize that the success of our business is vital to all concerned. This requires that Management, Union and employees, both hourly and salary, work together to continuously improve the quality and cost of our products and services assuring that the business will be successful and a viable place of employment. It is understood that this can only be achieved through a relationship based upon mutual trust and respect between the parties and the successful implementation of the provisions of our new Local Agreement.

UAW Local 160

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**Warren Technical
Center Management**

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**GM Technical Center
Memorandum of Understanding
Living Agreement**

It is the intent of the parties in negotiating these Local Agreements to balance the needs of the Company with the needs of the employees. The absolute survival and future success of all Warren Technical Center employees is dependent upon a relationship built on mutual trust and respect and a willingness to forge ahead jointly in solving issues and concerns on a continuing basis in support of all our employees, both hourly and salary, in their desire for improved job security and personal growth.

As partners in the business, we will continue to strive toward improving our operations in light of the fierce competition consistently presented by our global competitors. We cannot be satisfied with the status quo, but rather must push the envelope of conventional wisdom to attain new levels of productive achievement. To do so, an environment of cooperation and joint leadership shall remain as the basis for our shared success.

At the foundation of this environment are the Quality Network Beliefs and Values. Through this foundation, we continue to focus on People, Teamwork, and Continuous Quality Improvement. We will conduct our business in a manner exemplified by cooperative union-management relations, acknowledging that at all times we must lead by example. Our relationship will be built on trust and mutual respect through our willingness to communicate. Enhancing meaningful dialogue requires that we must actively listen to one another and voice our concerns in a timely, structured and orderly fashion. As concerns arise, we will address them by utilizing problem-solving decision making processes.

It is our mutual belief that this approach will enable us to respond to changes in the marketplace and our operating environment. The cornerstone to this agreement is a universal recognition that both flexibility in response to change and continuous improvement are essential to remain viable. We are committed to adhere to the concepts and requirements set forth in the Quality Network Action Strategies and the Global Manufacturing System. This process exemplifies the belief that people are the key to any successful operation and, therefore, a learning environment will be supported and encouraged. Proper training and implementation of this system ensures that all employees have control over, and input into, the future successes of the organization, as well as being active participants in managing the business.

Accordingly, the parties agree that the Local Agreement include the Local Seniority Agreement, Local Wage Agreement, Local Shift Preference Agreement, Paragraph 71 – Administrative Rules and the Local Third Shift Agreement, ratified May 8,2009, will remain in effect and in full force unless modified by the parties. The parties, through mutual agreement, are specifically empowered to make satisfactory modifications, additions, or deletions to the Agreement which is in line with the philosophy, mission and goals of the Warren Technical Center on an ongoing basis.

The parties to this Agreement are in accord that none of the terms agreed upon can in any way conflict with the provisions of the current or future National Agreements between General Motors Corporation and the International Union, UAW, or with any supplements to the National Agreement.

This agreement will be terminated or modified only if either party notifies the other in writing at least sixty (60) days prior to their intent to terminate or modify.

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LOCAL SENIORITY AGREEMENT

This agreement entered into this 28th day of April, 2009 between the General Motors Technical Center and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 160. The parties, as empowered by the Living Agreement provisions, have made modifications to this agreement reflected in this August XX, 2012 update. It is understood that this Agreement must be approved by the Corporation and the International Union.

The purpose of this agreement is to define and describe the GM-UAW National and Local seniority provisions which will govern the layoff, re-hire and seniority status of employees within the bargaining unit.

I. SENIORITY DIVISIONS

The GM Technical Center shall be comprised of two (2) seniority divisions.

DIVISION I – TRADES

ENGINEERING

- Includes all Engineering hourly-rated employees in the Local 160 Bargaining Unit employed in trades classifications.

REAL ESTATE & FACILITIES OPERATIONS

- Includes all Real Estate & Facilities Operations hourly-rated employees in the Local 160 Bargaining Unit employed in trades classifications.

DIVISION II - NON-TRADES

- Includes all hourly-rated employees in the Local 160 Bargaining Unit employed in the non-trades classifications.

II. ACQUIRING SENIORITY

- A. Employees shall acquire or lose seniority in accordance with the applicable provisions of the National Agreement between General Motors Corporation and the International Union, UAW, including, but not limited to, the section entitled "Seniority" and Section VII of the Memorandum of Understanding Employee Placement (Appendix A).
- B. For the purpose of breaking ties in seniority, following the application of the above paragraph and as a result of the unique circumstances relative to certain employees formerly represented by the P.M.L. (as referenced in the July 25, 1996 Memorandum of Understanding Skilled Trades Dates For Certain Model Systems Employees-Formerly PML Represented), those employees affected by the Memorandum of Understanding, Hourly/Salaried Overlap Issues dated June 5, 1994, and those employees in the Molder classification with 10/5/98 and 4/19/99 ties in seniority will be broken by using these employees' plant seniority date and Other General Motors (OGM) seniority date respectively.
- C. In placing employees' names on the seniority list, where two (2) or more employees have the same seniority date, they shall be listed on the seniority list in even years alphabetically by last name, "A" through "Z"; i.e., employee "A" having greater seniority. In odd years, the order will be reversed "Z" through "A"; i.e., employee "Z" having the greater seniority. In the event the last names are identical, the given (first) name will then be the deciding factor, "A" through "Z" or "Z" through "A", as described above. This provision will not require rotating employees on layoff.

III. NON-INTERCHANGEABLE OCCUPATIONAL GROUPS

- A. Non-interchangeable occupational groups are listed in Appendix 1.

IV. LAYOFF – TEMPORARY

- A. Temporary layoffs are defined as layoffs for reasons such as change of model, plant rearrangement, shortage of material, breakdown of machinery or equipment, temporary shortages of work between projects due to factors such as the cancellation, delay, modification, or reduction of the number of vehicles or properties required for a program, or other situations anticipated to be temporary.
- B. When work in any group decreases as a result of a condition such as those set forth in Paragraph A above, where it is anticipated that the duration of the condition will involve no more than two pay periods, employees may be laid off as their services are no longer required, and recalled as their services are required. However, as discussed between the parties, this time period may be extended for various reasons, such as, to avoid the recall or layoff of employees in the middle of a pay period.
- C. Temporary layoffs that are anticipated to extend beyond the time limit options set forth in Paragraph B above or temporary layoffs that do not exceed six (6) months will be effectuated as per the procedure listed below.

1. For the purpose of applying the provisions of this Layoff - Temporary Section of the Seniority Agreement, a group consists of those employees in the same shift preference group as defined in the Local Shift Preference Agreement.
2. In skilled groups, employees' site wide skilled trades date as referenced in Section II. above will be used in the application of these temporary layoff provisions.
3. After all employees with less than one (1) year of seniority are laid off, the remaining employees will be laid off by seniority within their shift preference group.
4. Employees who are laid off in line with these provisions will be recalled to work to fill openings in their group in the following order:
 - a. Employees from the group with more than one (1) year of seniority as of the date of their layoff, beginning with the employee with the most seniority and ending with the employee with the least seniority.
 - b. Employees from the group with less than one (1) year of seniority as of the date of their layoff, beginning with the employee with the most seniority and ending with the employee with the least seniority.
5. If an employee's layoff exceeds six (6) weeks, the provisions of Section V Layoff - Permanent will be applied.

V. LAYOFF – PERMANENT

When it is necessary to permanently reduce the number of employees in a classification at the General Motors Technical Center, the following provisions will be implemented:

A. TRADES EMPLOYEES

Employees in Division I shall be laid off, reduced, or recalled in line with their seniority in their classification and non-interchangeable occupational group as follows:

1. Seniority shall be within the non-interchangeable occupational group (set forth in Section III above) in which the employee has established seniority. Journeypersons-in-training (JIT) and Apprentices will be governed by the Skilled Trades section of the National Agreement.
2. When a non-interchangeable occupational group is to be permanently reduced, employees who have not established seniority in such group in accordance with Section II above (e.g. new hires, temporary transfers, promotions and employee initiated transfers of less than thirty (30) days) shall be removed first. Employees so displaced shall return to the classification and non-interchangeable group in which they have previously established seniority. If there is to be a further reduction in the group, employees will be reduced in accordance with their seniority providing the remaining employees are capable of doing the work. Employees so reduced will displace the least seniority employees in their classification within Division I, providing they are capable of performing the work. Employees with insufficient seniority to be retained in Division I will be laid off.
3. When employees with enough seniority to be retained in Division I. are reduced in accordance with Section V.A.2 above, into non-interchangeable occupational groups on work they have not previously performed to the extent to be fully proficient, the employees being displaced may be retained in the group in order to facilitate the training of the employees new to the group for up to four (4) weeks and maybe extended by mutual agreement. Employees being trained will be evaluated in thirty (30) days increments to monitor training progress.
4. Employees who have been reduced or laid off will be recalled to their classification and non-interchangeable occupational group in line with their seniority as openings become available providing they are capable of performing the work.
5. In applying the above paragraphs, leaders who lack sufficient seniority to remain in their non-interchangeable occupational group will first be reduced to their base classification.

B. NON-TRADES EMPLOYEES

Employees in Division II shall be laid off or reduced in line with their seniority from their classification and non-interchangeable occupational group in their Division as defined by the procedure below. If a permanent layoff or reduction in force has the potential to impact a significant number of employees, the parties agreed to jointly develop and implement a modified employee flow, if necessary to assure operational continuity. This might include such options as directly replacing the lowest seniority employees in the division with surplus or displaced employees.

1. Seniority shall be by non-interchangeable occupational group in which the employee has established seniority (set forth in Section III above).
2. When a non-interchangeable occupational group is to be permanently reduced, employees who have not established seniority in the non-interchangeable occupational group in accordance with Section II above (e.g. new hires, temporary transfers, promotions and employee initiated transfers of less than thirty (30) days) shall be removed first. Employees so displaced shall return to the classification and group in which they still hold seniority.

3. If it is necessary to balance the remaining workforce in the non-interchangeable occupational group or there is to be a further reduction within the non-interchangeable occupational group, employees will be removed in accordance with their seniority established within the non-interchangeable occupational group, providing the remaining employees are capable of doing the work.
 4. Employees so removed will displace lesser seniority employees by checking their seniority against employees first in equal then in lower paid classifications, providing they are capable of performing the work.
 5. Employees with insufficient seniority to be retained in Division II will be laid off pursuant to the provisions of the GM-UAW National Agreement, providing the remaining employees are capable of doing the work.
 6. Employees who have been laid off will be recalled to Division II in line with their seniority, as openings become available, providing they are capable of performing the work. Employees who have been reduced will return to the non-interchangeable occupational-group held at the time of their initial reduction, in line with their seniority, as openings occur.
 - a. Where non-trades employees are being recalled to a classification in which they do not hold seniority on work they have not previously performed to the extent to be fully proficient, the employees being displaced may be retained in the group in order to facilitate the training of the employees new to the group for up to four (4) weeks and maybe be extended by mutual agreement.
- C. Excluding Section V.D. below, employees transferred to new non-interchangeable occupational groups in accordance with the provisions of this Section V. will establish seniority in their new non-interchangeable occupational groups immediately upon transfer.
- D. Catastrophic clause: In a situation where there is not adequate time to project the final placement of employees in accordance with these provisions, Management will have up to fourteen (14) days from the effective date of the layoff to level the plant in accordance with these provisions, during which time employees not laid off may be temporarily placed in classifications or in NIO Groups out of line with their seniority. This time period may be extended by mutual agreement if appropriate.

VI. TRANSFER PROVISIONS

Non-Trades

- A. To implement the provisions of Paragraphs (63) (a) (1) and (63) (a) (2) of the National Agreement, the procedure below will be followed for employees in non-trades classifications:
1. In accordance with Paragraph (63) (a) (1), an active employee with seniority in a non-trades classification may make application specifying a desire to transfer to a higher paying classification within their building.
 2. In accordance with Paragraph (63) (a) (2), an active employee with seniority in a non-trades classification may file two (2) applications specifying a desire to transfer to a higher paying classification at another location on site.
- B. To implement the provisions of Paragraph (63) (b) of the National Agreement, the procedure below will be followed:
- Non-trades employees with seniority who desire to transfer to an opening to an equal or lower rated classification, may make application specifying other departments within their building. In addition, non-trades employees who desire to transfer to an equal or lower rated classification at other locations site wide, may file three (3) applications specifying another location on site. Employees may file a total of three (3) applications to cover both situations. Secondary job openings resulting from filling jobs pursuant to this procedure may be filled through promotion; or through transfer without regard to seniority standing, or by new hire.
1. Applications will become valid one week after being signed by Management and received by the Hourly Personnel Department.
 2. The filing of an application(s) by an employee will result in the cancellation of their oldest application(s) to the extent that only the three (3) most recent applications will be valid.
 3. When an employee is transferred and acquires seniority under this procedure, all other application(s) he/she has on file will become void and the employee will not be eligible to re-file for a period of six months.
 4. When an employee declines a transfer, their application is cancelled and the employee is not eligible to reapply to the same classification and department for a period of six (6) months.
 5. Openings are defined as additions to the total number of employees in a classification in order to increase the population in the classification or maintain the population in a classification which would otherwise be reduced by attrition, excluding transfers associated with a reduction in force or recall per Section V.B. of the Local Seniority Agreement. Said openings will be filled in accordance with this procedure as soon as replacements are available. The number of transactions that occur as a result of applying this procedure will not exceed fifteen (15) in a thirty (30) day period. Any addition to the aforementioned numbers will be resolved by the parties.
 6. Employees who transfer to an opening in their same classification will carry their full seniority with them into the new group. Employees who transfer to a new classification under this procedure will establish seniority in accordance with Paragraph (62) of the National Agreement.

7. This procedure may be modified or suspended by mutual agreement in accordance with Document 70 of the National Agreement.
8. This procedure will take effect thirty (30) days following the effective date of the Local Agreement with the understanding that all applications filed prior to the effective date of this procedure will be void.

TRADES

- A. To implement the provisions of Paragraphs (63) (a) (1) and (63) (a) (2) of the National Agreement, the procedure below will be followed for employees in trades classifications:
 1. In accordance with Paragraph (63) (a) (1), an active employee with seniority in a trades classification may make application specifying a higher paying classification within their current group (i.e., shift preference group).
 2. In accordance with Paragraph (63) (a) (2), an active employee with seniority in a trades classification may make application specifying a higher paying classification within their current NIO group within the building.
- B. To provide a means of transfer for trades employees, the procedure below will be followed:

Trades employees with seniority, who desire to transfer to an opening to a classification in which they hold journeyman status, may specify other departments within their building. In addition, trades employees who desire to transfer to an opening to other locations site wide, will be considered only when the opening would have otherwise been filled by a new hire. Employees may file a total of three applications to cover both situations. Secondary job openings resulting from filling jobs pursuant to this procedure may be filled through promotion; or through transfer without regard to seniority standing, or by new hire.

1. Applications will become valid one week after being signed by Management and received by the Hourly Personnel Department.
2. The filing of an application(s) by an employee will result in the cancellation of their oldest application(s) to the extent that only the three (3) most recent applications will be valid.
3. When an employee is transferred and acquires seniority under this procedure, all other application(s) he/she has on file will become void and the employee will not be eligible to file for a period of six months.
4. When an employee declines a transfer, their application is cancelled and the employee is not eligible to reapply to the same classification and department for a period of six (6) months.
5. Openings are defined as additions to the total number of employees in a classification (excluding apprentices and Journeymen-in-Training (JITs) graduating to journeyman status) in order to increase the population in the classification or maintain the population in a classification which would otherwise be reduced by attrition, excluding transfers associated with a reduction in force or recall per Section (V).(A.) of the Local Seniority Agreement. Said openings will be filled in accordance with this procedure as soon as replacements are available. The number of transactions that occur as a result of applying this procedure will not exceed fifteen (15) in a thirty (30) day period. Any addition to the aforementioned numbers will be resolved by the parties.
6. Employees who transfer to an opening in their same classification will carry their full plant skilled trades seniority with them into the new group. Employees who transfer to a new classification under this procedure will establish seniority in accordance with Paragraph (62) of the National Agreement.
7. This procedure may be modified or suspended by mutual agreement in accordance with Document 70 of the National Agreement.
8. This procedure will take effect thirty (30) days following this most recent update of the Local Agreement with the understanding that all applications filed prior to the effective date of this procedure will be void.

VII. GENERAL PROVISIONS

- A. When a qualified journeyman is transferred from a non-trades classification into a trades classification into which he/she has not previously established seniority, he/she shall establish a date of entry within the trades classification as of the date of transfer.
- B. When a journeyman permanently transfers from one trades classification to another non-related classification in which he/she is a qualified journeyman, he/she shall relinquish his/her seniority in the non-interchangeable occupational group being vacated and shall establish a site wide skilled trades date of entry in the non-interchangeable occupational group to which transferred. The employee shall relinquish seniority in the previous non-interchangeable occupational group and acquire seniority in the new non-interchangeable occupational group in accordance with Paragraph (62) of the National Agreement.
- C. When a journeyman is permanently transferred from one non-interchangeable occupational group to another non-interchangeable occupational group in the same classification, he/she shall carry his/her site wide skilled trades seniority date into the new non-interchangeable occupational group.
- D. Employees temporarily transferred and/or upgraded to a different non-interchangeable occupational group or classification for replacement purposes (e.g. leaves of absence, vacations, summer replacements, etc.) or temporary work requirements will retain their seniority in the non-interchangeable occupational group or classification from which they were transferred and not in the new non-interchangeable occupational

group or classification for a period of up to six (6) months, after which time the transfer shall be considered permanent. The aforementioned six (6) month period may be extended by mutual agreement.

VIII. TERMINATION CLAUSE

This agreement supersedes and cancels all previous local agreements and supplements pertaining to seniority. No provision of this Agreement shall supersede or conflict in any way with provisions of the National Agreement. This Agreement shall continue in full force and effect until terminated in whole or in part by either party or changed by consent of both parties.

If either party desires to cancel, modify or change this agreement, it shall, at least sixty (60) days prior to the date it proposes that such cancellation, modification or change becomes effective, give notice in writing of the proposed cancellation, modification or change. 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.

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DIVISION I - TRADES

DESIGN/PRE-PRODUCTION OPERATIONS

<u>Group</u>	<u>Location</u>
Metal Model Maker Metal Model Maker - Leader	MTS/FB/CMM
Metal Model Maker Metal Model Maker - Leader	Design
Wood Model Maker Wood Model Maker - Leader	Design
Wood Model Maker Wood Model Maker - Leader	DQ&V
Wood Working Machine Operator Wood Working Machine Operator - Leader	Design
Engineering Laboratory Paint Technician Eng. Laboratory Paint Technician - Leader	Design
Molder - Product Engineering Molder - Product Engineering - Leader	Design
Metal Model Maker Metal Model Maker - Leader	BIW & 12 Mile
Metal Model Maker Metal Model Maker - Leader Assembler/Inspector Assembler/Inspector - Leader	GA
Painter – Product Engineering Painter – Product Engineering Team Leader	BIW & 12 Mile
Experimental Prototype Process Engineering Technician	Mfg. A
Molder - Experimental Molder - Experimental - Leader	Research
Assembler/Inspector Assembler/Inspector – Leader Metal Model Maker Metal Model Maker - Leader	SDL

REAL ESTATE & FACILITIES OPERATIONS

<u>Group</u>	<u>Location</u>
Electrician Electrician - Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops. & Design North
Machine Repair Machine Repair - Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops. & Design North
Millwright (including welding) Millwright (including welding) - Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops. & Design North
Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) – Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops. & Design North
Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. - Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops. & Design North
Electrician Electrician - Leader	Design & Eng.

Machine Repair Machine Repair - Leader	Design & Eng.
Millwright (including welding) Millwright (including welding) - Leader	Design & Eng.
Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) – Leader	Design & Eng.
Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. – Leader	Design & Eng.
Electrician Electrician - Leader	VEC
Machine Repair Machine Repair - Leader	VEC
Millwright (including welding) Millwright (including welding) - Leader	VEC
Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) – Leader	VEC
Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint - Leader	VEC
Electrician Electrician - Leader	Research & Mfg.
Machine Repair Machine Repair - Leader	Research & Mfg.
Millwright (including welding) Millwright (including welding) – Leader	Research & Mfg.
Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) – Leader	Research & Mfg.
Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. - Leader	Research & Mfg.
Electrician Electrician - Leader	SO, CWT, Serv. Eng & C Cafe
Machine Repair Machine Repair - Leader	SO, CWT, Serv. Eng & C Cafe
Millwright (including welding) Millwright (including welding) - Leader	SO, CWT, Serv. Eng & C Cafe
Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) – Leader	SO, CWT, Serv. Eng & C Cafe
Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. - Leader	SO, CWT, Serv. Eng & C Cafe
Electrician Electrician - Leader	South Campus
Millwright (including welding) Millwright (including welding) – Leader	South Campus
Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) – Leader	South Campus

Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. - Leader	South Campus
Auto, Truck & Trailer Repair Mechanic (including welding) Auto, Truck & Trailer Repair Mechanic (including welding) - Leader	Site Operations
Stationary Engineer - Powerhouse	Site Operations

DIVISION II - NON-TRADES

REAL ESTATE & FACILITIES OPERATIONS

<u>Group</u>	<u>Location</u>
Facilities Service Operator Facilities Service Operator - Leader	Cad, CCO, Des, Eng, Mfg, VEC, AEC, Res, SO & South Campus

DESIGN/PRE-PRODUCTION OPERATIONS

<u>Group</u>	<u>Location</u>
Material Service Operator (including driving) Material Service Operator (including driving) – Leader	BIW, Design, Eng, Mfg, VEC, MTS, AEC, Res, SO & South Campus
Driver Lic. Truck Tractor & Trailer	Design & South Campus
Skilled Support Operator	BIW, GA, MTS
Skilled Support Operator	Design

- Above references to Leader include Traditional and/or Team Leaders, where applicable.

LOCAL WAGE AGREEMENT

This agreement entered into on the 27th day of April, 2009 between the GM Technical Center Management and Local 160, UAW. The parties, as empowered by the Living Agreement provisions, have made modifications to this agreement reflected in this August XX, 2012 update. The agreement is set forth pursuant to the provisions of the National Agreement between the UAW and General Motors Corporation.

In accordance with Paragraph (100) of the National Agreement between the UAW and General Motors Corporation, the rules, classifications and base rates listed herein constitute the Wage Agreement at this location. This agreement cancels and supersedes all previous Local Wage Agreements and Supplements thereto.

RULES OF APPLICATION

I. Hiring Rates

- (A) New Employees
 - (1) Trades classifications
Hired in accordance with the applicable provisions of the National Agreement between the UAW and General Motors Corporation.
 - (2) Non-trades classifications
Hired in accordance with the applicable provisions of the National Agreement between the UAW and General Motors Corporation.
- (B) Rehire of Temporary Employees
While there is no responsibility to rehire temporary employees, they may be rehired on the same job at the same rate or they may be placed in any other job that is available at the starting rate of the job in accordance with Paragraph (98) of the National Agreement.
- (C) Rehires with Seniority
 - (1) Trades employees will be rehired at their former rate if returned to the same job.
 - (2) Non-trades employees will be rehired at the job rate of the classification to which assigned in accordance with the applicable provisions of the National Agreement between the UAW and General Motors Corporation.

II. Rates Paid on Transfers

- (A) When an employee is regularly assigned to work on two (2) or more differently-rated classifications, he/she will be paid the rate of the highest classification for the entire shift.
- (B) When an employee is temporarily assigned to a higher-rated job on any given day, he/she will be compensated at the higher-rated job for all hours worked on that day, providing he/she works on such higher-rated job for one (1) hour or more.
- (C) Permanent Transfers
An employee will be paid the rate of the job to which assigned, effective at time of transfer, except in cases of new hires who will follow I(A)(2) above, according to the rate of the job to which transferred and the employee's seniority at time of transfer.

The above Wage rules apply to all assignments other than those involving trades classifications.

UAW Local 160

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WAGE SCALE BY CLASSIFICATION

Through 9/14/2015

<u>NON –TRADES</u>	<u>Max.</u>
Driver Licensed Truck Tractor Trailer	\$29.56
Facilities Service Operator	\$28.41
Facilities Service Operator - Leader	\$28.46
Material Service Operator	\$28.49
Material Service Operator - Leader	\$28.60
Material Service Operator – Team Leader	\$29.49
Skilled Support Operator	\$23.00
Utility Service Operator	\$28.65

WAGE SCALE BY CLASSIFICATION

Through 9/14/2015

<u>FACILITIES TRADES</u>	<u>Min.</u>	<u>Max.</u>
Auto, Truck & Trailer Repair Mechanic (including welding)	\$32.39	\$32.59
Auto, Truck & Trailer Repair Mechanic (including welding) - Leader	\$32.70	\$32.90
Auto, Truck & Trailer Repair Mechanic (including welding) – Team Leader	\$33.39	\$33.59
Electrician	\$32.53	\$32.73
Electrician - Leader	\$33.04	\$33.24
Electrician – Team Leader	\$33.53	\$33.73
Machine Repair	\$32.53	\$32.73
Machine Repair - Leader	\$33.04	\$33.24
Machine Repair – Team Leader	\$33.53	\$33.73
Millwright (including welding)	\$32.39	\$32.59
Millwright (including welding) - Leader	\$32.95	\$33.15
Millwright (including welding) – Team Leader	\$33.39	\$33.59
Pipefitter/Plumber (including welding)	\$32.39	\$32.59
Pipefitter/Plumber (including welding) – Leader	\$32.95	\$33.15
Pipefitter/Plumber (including welding) – Team Leader	\$33.39	\$33.59
Refrigeration & A/C Maintenance	\$32.53	\$32.73
Refrigeration & A/C Maintenance - Leader	\$33.04	\$33.24
Refrigeration & A/C Maintenance – Team Leader	\$33.53	\$33.73
Stationary Engineer - Powerhouse	\$32.39	\$32.59

WAGE SCALE BY CLASSIFICATION

Through 9/14/2015

<u>ENGINEERING TRADES</u>	<u>Min.</u>	<u>Max.</u>
Assembler/Inspector	\$32.80	\$33.00
Assembler/Inspector – Team Leader	\$33.80	\$34.00
Engineering Laboratory Paint Technician	\$32.39	\$32.59
Engineering Laboratory Paint Technician - Leader	\$32.95	\$33.15
Engineering Laboratory Paint Technician – Team Leader	\$33.39	\$33.59
Experimental Prototype Process Engineering Technician	\$33.73	\$33.93
Metal Model Maker	\$33.73	\$33.93
Metal Model Maker - Leader	\$34.34	\$34.54
Metal Model Maker – Team Leader	\$34.73	\$34.93
Molder Experimental (Research)	\$32.55	\$32.75
Molder Experimental - Leader (Research)	\$33.09	\$33.29
Molder - Product Engineering	\$32.55	\$32.75
Molder - Product Engineering – Team Leader	\$33.55	\$33.75
Painter Product Engineering	\$32.39	\$32.59
Painter Product Engineering – Team Leader	\$33.39	\$33.59
Wood Model Maker	\$33.73	\$33.93
Wood Model Maker - Leader	\$34.34	\$34.54
Wood Model Maker – Team Leader	\$34.73	\$34.93
Wood Working Machine Operator	\$32.98	\$33.18

**Apprentice Rate Schedules
Through 9/14/2015**

CLASSIFICATION	1ST Period	2ND Period	3RD Period	4TH Period	5TH Period	6TH Period	7TH Period	8TH Period	J'PERS RATE
Assembler/Inspector	\$27.56	\$27.72	\$28.18	\$28.74	\$29.40	\$30.16	\$31.08	\$32.09	\$33.00
Auto, Truck & Trailer Repair Mechanic	27.56	27.72	28.14	28.66	29.26	29.96	30.80	31.73	\$32.59
Electrician	27.56	27.72	28.16	28.68	29.31	30.03	30.89	31.86	\$32.73
Experimental Laboratory Paint Technician	27.56	27.72	28.14	28.66	29.26	29.96	30.80	31.73	\$32.59
Machine Repair	27.56	27.72	28.16	28.68	29.31	30.03	30.89	31.86	\$32.73
Metal Model Maker	27.56	27.72	28.26	28.93	29.71	30.61	31.69	32.89	\$33.93
Millwright/Welder	27.56	27.72	28.14	28.66	29.26	29.96	30.80	31.73	\$32.59
Painter – Product Engineering	27.56	27.72	28.14	28.66	29.26	29.96	30.80	31.73	\$32.59
Pipefitter/Plumber	27.56	27.72	28.14	28.66	29.26	29.96	30.80	31.73	\$32.59
Refrigeration & A/C Maint	27.56	27.72	28.16	28.68	29.31	30.03	30.89	31.86	\$32.73
Stationary Engineer- Powerhouse	27.56	27.72	28.14	28.66	29.26	29.96	30.80	31.73	\$32.59
Wood Model Maker	27.56	27.72	28.26	28.93	29.71	30.61	31.69	32.89	\$33.93

Seniority employees transferred to apprentice training:

1st Period seniority employee - current rate, except in no event will the 1st period rate be lower than a rate of \$27.66.

**MEMORANDUM OF UNDERSTANDING
SHIFT PREFERENCE**

1. INTRODUCTORY CLAUSE

This Memorandum of Understanding entered into this 28th day of April, 2009 by and between the General Motors Technical Center, General Motors Corporation, Warren, Michigan and Local 160 UAW. The parties, as empowered by the Living Agreement provisions, have made modifications to this agreement reflected in this August XX, 2012 update. is for the purpose of establishing a Local Shift Preference procedure for all bargaining unit employees of Local 160.

2. PURPOSE

It is understood that the following provisions shall not conflict in any way with the principle stated in Paragraph (75) of the National Agreement.

Shift Preference Groups are listed in Appendix 1.

3. ADMINISTRATION

Employees having seniority who make application for transfer in accordance with Paragraph 4, shall make such application in writing on forms provided by Management, to the employee's supervisor in accordance with Paragraph 4 subject to the following:

The provisions of this agreement are not to conflict in any way with the principle that any agreement pertaining to shift preference must have sufficient flexibility to give full protection to efficiency of operations under all circumstances and conditions.

4. APPLICATION

Any employee with seniority who desires a change in shift in the same shift preference group as referred to in Appendix 1 may make application in writing (on forms provided by Management) to his/her Supervisor requesting a transfer to the shift he/she prefers. A copy of such application will be provided to the employee. It is understood that Journeyperson In Training (JIT) and/or Apprentices cannot make application to displace Journeypersons, nor can Journeypersons make application to displace Journeypersons In Training (JIT) and/or Apprentices under the provisions of this agreement.

A. EFFECTIVE DATE

One (1) working day (24 hours) after the application is submitted, the choice of shift as indicated on the application form will be considered final. Upon the application being final, Management will notify all affected employees in a timely manner. After an application for shift preference is final, the eligible employee shall be transferred to the preferred shift as soon as possible but not sooner than five (5) working days, after the application has been finalized in line with the seniority of the applicants and not later than ten (10) working days. The District Committeeperson of the employee applying for the shift preference will be provided a copy of the exercised shift preference application.

If the applicant lacks sufficient seniority to exercise the shift change of his/her choice, the application will become null and void after ten (10) working days. Employees desirous of any future shift changes must reapply.

B. SHIFT CHANGE LIMIT

After being placed on preferred shifts, employees may not again express their preference for a period of six (6) months.

C. TRAINING ASSIGNMENT

It is agreed that employees may be assigned to any shift for the purpose of being trained for a job not to exceed sixty (60) days.

D. EMERGENCY SHIFT CHANGE

In the event that it is found that certain longer seniority employees are needed on any shift, other than the one on which they are working, it is agreed that Management will first ask for volunteers and in the event there are not enough volunteers, Management will assign the low seniority employee(s) to such shift. If the services of certain higher seniority employees are needed due to the nature of their current assignment, they can be assigned to another shift not to exceed seven (7) days, unless extended by mutual agreement.

E. STAGGERED SHIFT

Employees may make application in accordance with the procedures outlined in this Agreement, for a preferred starting time on their current shift where such starting time is at least thirty (30) minutes different than their current shift starting time.

F. OFF SITE LOCATION

Employees desirous of exercising shift preference rights between an off-site location and their respective home location, must complete a shift preference application form.

5. SHIFT PREFERENCE ORDER

The following order will be used in determining an employee's right to the shift of his/her preference:

A. ORDER OF PREFERENCE - TRADES

1. Seniority in the employee's non-interchangeable occupational (NIO) group within his/her Shift Preference Group as listed in Appendix 1.
2. When two (2) or more employees establish the same seniority date pursuant to Paragraph (5)(A)(1) above, shift preference will be determined by using the earliest unbroken GM Tech Center skilled trades date of entry in their base classification.
- 2a. Following the application of the above paragraphs and as a result of the unique circumstances relative to certain employees formerly represented by the PML while employed at the CPC Engineering Center and those employees affected by the Memorandum of Understanding, Hourly/Salaried Overlap Issues dated June 5, 1994, shift preference will be determined by using their former PML skilled trades date and employees affected by said Memorandum on Hourly/Salaried Overlap Issues by using their plant seniority date and Other General Motors (OGM) seniority date, respectively.
3. If the seniority dates as established in the above paragraphs are the same, then shift preference rights will be determined alphabetically by the last name of the employees.

In even years, alphabetically by last name, "A" through "Z"; i.e., employee "A" having greater seniority. In odd years, the order will be reversed "Z" through "A"; i.e., employee "Z" having greater seniority.
4. If the seniority dates as established in the above paragraphs are the same, then shift preference rights will be determined alphabetically by the first name of the employees.

In even years, alphabetically by first (given) name, "A" through "Z"; i.e., employee "A" having greater seniority. In odd years, the order will be reversed "Z" through "A"; i.e., employee "Z" having greater seniority.

B. ORDER OF PREFERENCE - NON-TRADES

1. Seniority in the employee's non-interchangeable occupational (NIO) group within his/her Shift Preference Group as listed in Appendix 1.
2. Following the application of the above paragraph and as a result of the unique circumstances relative to certain employees affected by the Memorandum of Understanding, Hourly/Salaried Overlap Issues dated June 5, 1994, shift preference will be determined by using their Other General Motors (OGM) seniority date.
3. If the seniority dates as established in the above paragraphs are the same, then shift preference rights will be determined alphabetically by the last name of the employees.

In even years, alphabetically by last name, "A" through "Z"; i.e., employee "A" having greater seniority. In odd years, the order will be reversed "Z" through "A"; i.e., employee "Z" having greater seniority.
4. If the seniority dates as established in the above paragraphs are the same, then shift preference rights will be determined alphabetically by the first name of the employees.

In even years, alphabetically by first (given) name, "A" through "Z"; i.e., employee "A" having greater seniority. In odd years, the order will be reversed "Z" through "A"; i.e., employee "Z" having greater seniority.

C. APPENDIX A OF NATIONAL AGREEMENT

If employees have the same seniority date established pursuant to Appendix A, Section VII, of the National Agreement, such employees will have their shift preference determined by the provisions of that Appendix. (If after the application of the provisions of Appendix A of the National Agreement, the seniority dates are still equal, Paragraph 5 will apply.)

6. **HARDSHIP CLAUSE**

It is recognized that under certain circumstances it may become necessary for an employee to request a temporary change of shift. Such request shall be made in writing to the supervisor stating the reason for the request and the length of time for which the change is desired. Serious consideration will be given to the merits of such request and, wherever practicable, applicants will be temporarily transferred for a specific period not to exceed sixty (60) days, unless otherwise extended for an additional thirty (30) days by mutual agreement between Management and the Shop Committee.

This paragraph will be applied as follows:

A. **VACANCY**

To any vacancy that may exist on a job that the applicant is capable of doing, provided no other employee with longer seniority has made application for such vacancy.

B. **VOLUNTARY MOVEMENT**

If no vacancy exists, another employee in the same Shift Preference group may voluntarily trade shifts with the applicant for the requested length of time if the exchange is practicable and approved by the supervisors. The Shop Committee shall be informed of such transfers.

7. **GENERAL PROVISIONS**

A. **PRIOR AGREEMENT**

This agreement supersedes and cancels the 2003 Local Shift Preference Agreement. No provision of this agreement shall supersede or conflict in any way with provisions of the National Agreement. This agreement shall continue in full force and effect until terminated in whole or in part by either party or changed by consent of both parties.

B. **TERMINATION**

If either party desires to cancel, modify or change this agreement, it shall, at least sixty (60) days prior to the date it proposes that such cancellation, modification or change becomes effective, give notice in writing of the proposed cancellation, modification or change. 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.

9. **SIGNATURE CLAUSE**

In witness whereof, the parties have caused their names to be subscribed by their duly authorized officers and representatives this

UAW Local 160

J. Gillespie
A. Pawlaczyk
E. Fuller
J. DeClerq
W. Jarmoluk
T. Heim
W. Price
M. Spisz
T. Wamser

**Warren Technical
Center Management**

B. Romsek
D. Bolognino
B. Brown
C. Duprey
J. Matt
B. Warner
T. Alexander
J. Caine
M. Hergt
D. Kuchapsky
B. Roehl
P. Shapiro

SHIFT PREFERENCE GROUPS

TRADES

DESIGN/PRE-PRODUCTION OPERATIONS

<u>Group</u>	<u>Location</u>
Metal Model Maker	MTS/FB/CMM
Metal Model Maker – Leader	MTS/FB/CMM
Metal Model Maker Assembler/Inspector	Design & Marketing Overflow Work Group
Metal Model Maker – Leader Assembler/Inspector – Leader	Design & Marketing Overflow Work Group
Metal Model Maker	Design
Metal Model Maker – Welding	Design
Metal Model Maker – Leader	Design
Wood Model Maker	Design
Wood Model Maker – Leader	Design
Wood Model Maker - Leader - Machine Corner	Design
Wood Model Maker - Leader - Data Acquisition	Design
Wood Working Machine Operator - Mill Room	Design
Engineering Laboratory Paint Technician	Design
Engineering Laboratory Paint Technician - Leader	Design
Molder - Product Engineering	Design
Molder - Product Engineering – Leader	Design
Rapid Prototyping Lab	Design
Metal Model Maker – BIW	BIW & 12 Mile
Metal Model Maker - Leader – BIW	BIW & 12 Mile
Metal Model Maker – GA Assembler/Inspector – GA	12 Mile
Metal Model Maker – Ldr – GA Assembler/Inspector – Ldr – GA	12 Mile
Painter – Product Engineering	BIW & 12 Mile
Painter – Product Engineering Leader	BIW & 12 Mile
Experimental Prototype Process Engineering Technician	Mfg. A
Metal Model Maker – Electrical	Design
Metal Model Maker - Leader – Electrical	Design
Wood Model Maker	DQ&V
Wood Model Maker – Leader	DQ&V

Metal Model Maker Assembler/Inspector Wood Model Maker	VEC Mock-Up
Metal Model Maker – Leader Assembler/Inspector - Leader Wood Model Maker – Leader	VEC Mock-Up
Molder – Experimental Molder - Experimental – Leader	Research
Assembler/Inspector Assembler/Inspector – Leader Metal Model Maker Metal Model Maker – Leader	SDL
Assembler/Inspector	CVO/CTF

TRADES

REAL ESTATE & FACILITIES OPERATIONS

<u>Group</u>	<u>Location</u>
Electrician Electrician – Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops & Design North
Machine Repair Machine Repair – Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops & Design North
Millwright (including welding) Millwright (including welding) – Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops & Design North
Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) – Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops & Design North
Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. – Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops & Design North
Electrician Electrician – Leader	Design & Eng.
Machine Repair Machine Repair – Leader	Design & Eng.
Millwright (including welding) Millwright (including welding) – Leader	Design & Eng.
Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) – Leader	Design & Eng.
Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. – Leader	Design & Eng.
Electrician Electrician – Leader	VEC
Machine Repair Machine Repair – Leader	VEC
Millwright (including welding) Millwright (including welding) – Leader	VEC
Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) Leader	VEC

Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. – Leader	VEC
Electrician Electrician – Leader	South Campus
Machine Repair Machine Repair – Leader	South Campus
Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) – Leader	South Campus
Millwright (including welding) Millwright (including welding) – Leader	South Campus
Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. – Leader	South Campus
Electrician Electrician – Leader	Research & Mfg.
Machine Repair Machine Repair – Leader	Research & Mfg.
Millwright (including welding) Millwright (including welding) – Leader	Research & Mfg.
Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) – Leader	Research & Mfg.
Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. – Leader	Research & Mfg.
Auto, Truck & Trailer Repair Mech. (including welding) Auto, Truck & Trailer Repair Mech. (including welding) - Leader	Site Operations
Electrician Electrician – Leader	SO, C Cafe, CWT & Serv. Eng
Machine Repair Machine Repair – Leader	SO, C Cafe, CWT & Serv. Eng
Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) – Leader	SO, C Cafe, CWT & Serv. Eng
Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. – Leader	SO, C Cafe, CWT & Serv. Eng
Stationary Engineer	Site Operations
Stationary Engineer - 7 Day Operation	Site Operations
Millwright (including welding) Millwright (including welding) – Leader	SO, C Cafe, CWT & Serv. Eng

NON-TRADES

REAL ESTATE & FACILITIES OPERATIONS

Group	Location
FacilitiesService Operator Facilities Service Operator – Leader	VEC
Facilities Service Operator Facilities Service Operator - Leader	Design

Facilities Service Operator Facilities Service Operator - Leader	CCO
Facilities Service Operator Facilities Service Operator - Leader	Mfg
Facilities Service Operator Facilities Service Operator - Leader	GSB1, GSB2, PF, LINK, H&S Trn. Ctr.
Facilities Service Operator Facilities Service Operator - Leader	AEC
Facilities Service Operator Facilities Service Operator - Leader	Research
Utility Service Operator	Site
Facilities Service Operator Facilities Service Operator - Leader	SO, 7000 Bldg, Serv. Ops, C Cafe, GMU-DLC, Warehouse, CWT & Serv. Eng
Facilities Service Operator Facilities Service Operator - Leader	Design North

NON-TRADES

DESIGN/PRE-PRODUCTION OPERATIONS

Group	Location
Skilled Support Operator	MTS
Skilled Support Operator	Design
Skilled Support Operator	GA
Skilled Support Operator	BIW
Material Service Operator (including driving)	AEC
Material Service Operator (including driving) - Leader	AEC
Material Service Operator (including driving)	CCO
Material Service Operator (including driving) - Leader	CCO
Material Service Operator (including driving)	Design
Material Service Operator (including driving) - Leader	Design
Material Service Operator - Clay Material Service Operator - Clay – Leader	Design
Driver Lic. Truck T. T.	Design
Material Service Operator (including driving)	Eng/Mfg
Material Service Operator (including driving) - Leader	Eng/Mfg
Material Service Operator (including driving)	VEC
Material Service Operator (including driving) - Leader	VEC
Material Service Operator (including driving)	12 Mile
Material Service Operator (including driving) - Leader	12 Mile
Material Service Operator (including driving) - Leader	MTS

Material Service Operator (including driving)	MTS
Material Service Operator (including driving) - Leader	Research
Material Service Operator (including driving)	Research
Material Service Operator (including driving)	Site Operations & Cadillac
Driver Lic. Truck T. T.	South Campus
Material Service Operator (including driving)	Warehouse
Material Service Operator (including driving) - Leader	Warehouse
Material Service Operator	CVO

- Above references to Leader include Traditional and/or Team Leaders, where applicable.

This Memorandum of Understanding entered into this 28th day of April, 2009 by and between the General Motors Corporation, General Motors Technical Center, Warren, Michigan and Local #160 UAW The parties, as empowered by the Living Agreement provisions, have made modifications to this agreement reflected in this August XX, 2012 update. is for the purpose of establishing a Local Equalization of Overtime Agreement as provided for in Paragraph (71) of the National Agreement.

1. Extra work in periods of part-time operation and overtime, should be equalized among the employees in the group engaged in similar work, as far as practicable. Information concerning equalization of hours status will be openly displayed in the department in such a manner that the employees involved may check their standing.
2. The purpose of this understanding is to implement Paragraph (71) by establishing clear and understandable equalization of overtime rules which can be administered effectively. Establishment of equalization of overtime groups shall be by mutual agreement between Management and the Union. Any structural realignment necessitating revisions to these groups or any situations creating unusual circumstances not covered by these rules will be a matter for discussion and settlement between Management and the Shop Committee.

POSTING OF EQUALIZATION RECORDS

3. Equalization charts will be maintained and posted on a weekly basis in the following manner:
 - A. All overtime hours will be posted to the appropriate record when an individual, or individuals, work in an equalization group in relation to the accumulative hours, low to high. Seniority will be the determining factor when hours are equal.
 - B. The name, classification and department number of each employee will be shown in the proper equalization group.
 - C. The equalization charts shall display daily and weekend overtime hours.
 - D. The GMTKS overtime equalization of hours charts will be posted no later than Tuesday morning of each week. The posted hours will take into account all hours worked through the Sunday of the previous week. In the charging of hours to the chart, hours will be carried two (2) places past the decimal point. Errors in equalization records, when brought to Management's attention, will not be adjusted more than forty-five (45) days after the date of a respective posting.
 - E. Hours charged and recorded shall be shown as "Paid Hours". Example: One (1) hour worked at time and one half shall be shown as 1.5 hours. One (1) hour worked at double time shall be shown as 2.0 hours.
 - F. The selection of employees for weekday and weekend overtime work will be based on the posted hours of Monday of each week, unless Monday is a holiday. An employee's status of hours on Monday will be his/her status for the entire week including the weekend and any consecutive holiday(s) which immediately follows, excluding those holidays in the second (2nd) week of the Christmas holiday period. The subject of scheduling employees to work during the second week of the Christmas holiday period will be a matter of discussion between the parties each December.
 - G. Overtime hours of the Chairperson, Zoneperson, and District Committeeperson will not be recorded.
 - H. Equalization charts shall be kept on a continuous basis. At the beginning of each year, the employee lowest in hours in the group will be given zero (0) hours and the remainder of the group will be adjusted accordingly.
 - I. Employees who refuse overtime work will have the appropriate letter code entered on their overtime record.

CHARGING HOURS

4. Employees will be charged with overtime hours worked or otherwise made available in accordance with the following:
 - A. When overtime is available, the employee who is absent or refuses an offer of work will be charged.
 - B. Employee(s) who desire to work overtime but are absent for any reason on any day on which the work is offered, must contact their immediate supervisor, prior to or during the first four (4) hours of their respective shift on the day on which such work is offered. In the event that the employee's immediate supervisor is not available, the employee may contact another supervisor, within their building, who will relay a message to the employee's immediate supervisor.
 - C. When a portion of an equalization group is scheduled for overtime work on any day, the employee who accepts work for such day or days and subsequently does not report to work, or reports to work at least two (2) or more hours late, shall be charged double the applicable amount of overtime hours not worked.
 - D. Employees who refuse training resulting in Management being unable to offer them overtime work, and the work relates to the refused training, will be charged for all hours that they would have otherwise been offered had they accepted and received the requisite training. It is understood that this provision will not be used to disadvantage an employee in any other manner.
 - E. If a grievance settlement contains language granting a back pay award, the employee involved will be charged for all overtime hours awarded in the settlement, except if previously charged in accordance with Paragraph (4G) below.

- F. The Alternate Committeeperson or temporary Alternate Committeeperson shall equalize with the group in which they are working.
- G. Employees on disciplinary layoff will be charged for overtime hours they could have worked.
- H. When an employee is temporarily transferred into another equalization group for any reason in accordance with General Provision D of the Local Seniority Agreement, all hours worked or refused in the new group will be charged to the new group as well as to the employee's former equalization group on a weekly basis.

When an employee is temporarily assigned to work in a different equalization group, the employee will be given high hours plus one of the new group. An employee on a shift preference hardship who is temporarily assigned to work in a different equalization group will be given high hours plus one thousand of the new group for separation purposes only. Additionally, if the entire equalization group to which the employee is assigned, has been offered overtime, the employee may also be offered.

5. Employees will not be charged for the following reasons:

- A. Employees covered under the Universal Military Training and Service Act, (who are unable to work overtime hours because of required attendance at training drills, summer camps or cruises).
- B. Employees on Jury Duty as provided for under Paragraph (218) of the National Agreement.
- C. Employees on Bereavement as provided for under Paragraph (218b) of the National Agreement.
- D. Employees subpoenaed to court.
- E. When an employee is called at home and refuses an offer of overtime work.
- F. When employees are waiting for job related training and are, therefore, bypassed for overtime.
- G. Employees refusing overtime hours for the same day when made available after the sixth (6th) hour of the shift.
- H. Whenever an employee is on Union business and not compensated for available overtime hours.
- I. If Saturday overtime work is offered after the end of the scheduled shift on Thursday and Sunday overtime is offered after the scheduled shift on Friday.
- J. Employees will not be charged for hours offered and refused for holidays specified in Paragraph (203) of the National Agreement. Additionally, employees will not be charged for up to five (5) weekends (of their choice) adjacent to said holidays excluding any four (4) day holiday weekends and the Christmas holiday period provided such employees have made application, in writing, not to be charged for the entire period [to include the respective Saturday, Sunday and holiday(s)] to their supervisor no later than Wednesday preceding those holidays.

6. Employees will be charged "high hours plus one" for the following reasons:

- A. Any employee returning to the bargaining unit after holding a supervisory or salaried position.
- B. Employees transferred on a Paragraph (96) move.
- C. New hires (including Appendix A of the National Agreement and graduating apprentices).
- D. When employees initiate a transfer to a new classification.
- E. When is employee is temporarily transferred.

7. When employees transfer to a new equalization group within the same classification or any non voluntary permanent employee transfer within the same classification, employees will enter the new equalization group at relative position.

Definition of "relative position": (excludes temporary employees)

A = Employee's position in former overtime group

B = Number of employees in current group

C = Number of employees in former group

$A \times B/C =$ Relative (new position) position in new overtime group

When using the Relative Position formula, if the new position has a decimal point, which makes it greater than the whole number, it should round up to the next whole number. (Examples - 8.1 will be rounded to 9 and 2.6 will be rounded to 3)

To determine hours of employee entering new group, average the hours of the position number 2 employee with the position 1 employee.

Example: Position 2 employee = 120
Position 1 employee = 80

New Position 2 = 100 hours

8. Employees absent for one (1) year or less for the reasons stated below will be placed on the overtime list at the same position from which they left:
- A. Employees returning from any leave of absence.
 - B. Employees returning from layoff.
 - C. Employees returning from a Union position.
 - D. The term "same position" is defined as the position (not actual hours) the employee held. The employee's hours will be determined by averaging the hours of the next lowest hour employee with the next highest hour employee. It is recognized that unusual circumstances may make the determination of hours impractical using this method. When such situations occur, the matter will be resolved between Management and the Union.
9. Employees absent for more than one (1) year will be placed on the overtime list at the "Midpoint" position upon returning to work for the stated reasons in paragraph 8 above. Midpoint is defined as that point on the overtime list where one-half the employees are above and one-half the employees are below the referenced point.
10. Apprentices will be afforded the opportunity to work overtime in accordance with Paragraph 141 of the National Agreement.
11. Journeypersons In Training (JIT) may be offered overtime when all Journeypersons have been offered overtime in that equalization group in which the Journeypersons In Training (JIT) are currently working.
12. If an employee refuses overtime work, or is absent the day overtime is offered, except as noted in Paragraph 4B above, Management will not re-offer the work to that employee until that entire equalization group has been offered.
13. The parties recognize that it is not practicable to equalize hours between shifts; however, Management will attempt to maintain a reasonable balance of hours between shifts in the respective areas.

In witness whereof, the parties have caused their names to be subscribed by their duly authorized officers and representatives this.

UAW Local 160

J. Gillespie
A. Pawlaczyk
E. Fuller
J. DeClerq
W. Jarmoluk
T. Heim
W. Price
M. Spisz
T. Wamser

**Warren Technical
Center Management**

B. Romsek
D. Bolognino
B. Brown
C. Duprey
J. Matt
B. Warner
T. Alexander
J. Caine
M. Hergt
D. Kuchapsky
B. Roehl
P. Shapiro

**PARAGRAPH 71
EQUALIZATION OF HOURS GROUPINGS**

TRADES

DESIGN/PRE-PRODUCTION OPERATIONS

	<u>Group</u>	<u>Location</u>
1	Metal Model Maker Metal Model Maker – Leader	MTS/FB/CMM
8	Metal Model Maker Metal Model Maker – Leader Assembler/Inspector Assembler/Inspector – Leader	Design & Marketing Overflow Work Group
9	Metal Model Maker	Design
10	Metal Model Maker – Welding	Design
11	Metal Model Maker – Leader	Design
12	Wood Model Maker	Design
13	Wood Model Maker – Leader	Design
14	Wood Model Maker – Leader Machine Corner	Design
15	Wood Model Maker – Leader Data Acquisition	Design
16	Wood Working Machine Operator - Mill Room	Design
17	Engineering Laboratory Paint Technician	Design
18	Engineering Laboratory Paint Technician - Leader	Design
19	Molder - Product Engineering	Design
20	Molder - Product Engineering – Leader	Design
26	Metal Model Maker - GA Assembler/Inspector – GA	12 Mile
27	Metal Model Maker - Ldr - GA Assembler/Insp. - Ldr – GA	12 Mile
33	Painter – Product Engineering	CCO & 12 Mile (weekend & adjoining GM holidays only)
34	Painter – Product Engineering Leader	CCO & 12 Mile (weekend & adjoining GM holidays only)
35	Experimental Prototype Process Engineering Technician	Mfg. A
36	Metal Model Maker – Electrical	Design
37	Metal Model Maker - Leader Electrical	Design
38	Wood Model Maker Wood Model Maker – Leader	DQ&V
40	Metal Model Maker Assembler/Inspector Wood Model Maker	VEC Mock-Up
41	Metal Model Maker - Leader Assembler/Inspector - Leader Wood Model Maker – Leader	VEC Mock-Up

42	Assembler/Inspector	CVO/CTF
48	Metal Model Maker – BIW	BIW & 12 Mile
49	Metal Model Maker - Leader – BIW	BIW & 12 Mile
60	Rapid Prototyping Lab	Design
64	Molder - Experimental Molder - Experimental – Leader	Research
65	Assembler/Inspector Assembler/Inspector – Leader Metal Model Maker Metal Model Maker – Leader	SDL

TRADES

REAL ESTATE & FACILITIES OPERATIONS

<u>Group</u>	<u>Location</u>
82 Electrician Electrician – Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops & Design North
83 Machine Repair Machine Repair - Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops & Design North
84 Millwright (including welding) Millwright (including welding) – Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops & Design North
86 Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) – Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops & Design North
87 Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. – Leader	AEC, CCO, CAD, 7000 Bldg, Serv. Ops & Design North
90 Electrician Electrician – Leader	Design & Eng.
91 Machine Repair Machine Repair – Leader	Design & Eng.
92 Millwright (including welding) Millwright (including welding) – Leader	Design & Eng.
94 Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding)- Leader	Design & Eng.
95 Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. – Leader	Design & Eng.
105 Electrician Electrician – Leader	VEC
106 Machine Repair Machine Repair – Leader	VEC
107 Millwright (including welding) Millwright (including welding) – Leader	VEC
109 Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding)- Leader	VEC
110 Refrigeration & Air Cond. Maint.	VEC

	Refrigeration & Air Cond. Maint. – Leader	
112	Electrician Electrician – Leader	South Campus
113	Machine Repair Machine Repair – Leader	South Campus
114	Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding)- Leader	South Campus
119	Millwright (including welding) Millwright (including welding) – Leader	South Campus
122	Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. – Leader	South Campus
123	Electrician Electrician – Leader	Research & Mfg.
124	Machine Repair Machine Repair – Leader	Research & Mfg.
125	Millwright (including welding) Millwright (including welding) – Leader	Research & Mfg.
127	Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) –Leader	Research & Mfg.
128	Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. – Leader	Research & Mfg.
129	Auto, Truck & Trailer Repair Mechanic (including welding) Auto, Truck & Trailer Repair Mechanic (including welding) - Leader	Site Operations
131	Electrician Electrician – Leader	SO, C Cafe, CWT & Serv. Eng
132	Machine Repair Machine Repair – Leader	SO, C Cafe, CWT & Serv. Eng
135	Pipefitter/Plumber (including welding) Pipefitter/Plumber (including welding) –Leader	SO, C Cafe, CWT & Serv. Eng
136	Refrigeration & Air Cond. Maint. Refrigeration & Air Cond. Maint. – Leader	SO, C Cafe, CWT & Serv. Eng
137	Stationary Engineer	Site Operations
138	Stationary Engineer - 7 Day Operation	Site Operations
140	Millwright (including welding)	SO, C Cafe, CWT & Serv. Eng

NON-TRADES

REAL ESTATE & FACILITIES OPERATIONS

	<u>Group</u>	<u>Location</u>
152	Facilities Service Operator Facilities Service Op.- Leader	VEC
155	Facilities Service Operator Facilities Service Operator - Leader	Design

157	Facilities Service Operator Facilities Service Operator - Leader	CCO/Cadillac
159	Facilities Service Operator Facilities Service Operator – Leader	Eng/Mfg
162	Facilities Service Operator Facilities Service Operator – Leader	GSB1, GSB2, PF, LINK, H&S Trn. Ctr.
165	Facilities Service Operator Facilities Service Operator - Leader	AEC
167	Facilities Service Operator Facilities Service Operator - Leader	Research
169	Utility Service Operator	Site
172	Facilities Service Operator Facilities Service Operator - Leader	SO, 7000 Bldg., Serv. Ops, C Cafe, GMU-DLC, Warehouse, CWT & Serv. Eng
173	Facilities Service Operator Facilities Service Op. – Leader	Design North

DESIGN/PRE-PRODUCTION OPERATIONS

	<u>Group</u>	<u>Location</u>
3	Skilled Support Operator	MTS
21	Skilled Support Operator	Design
25	Skilled Support Operator	GA
47	Skilled Support Operator	BIW
183	Material Service Operator (including driving) Material Service Operator (including driving) - Leader	AEC
187	Material Service Operator (including driving) Material Service Operator (including driving) - Leader	CCO
190	Material Service Operator (including driving) Material Service Operator (including driving) – Leader	Design
193	Material Service Operator - Clay Material Service Operator - Clay – Leader	Design
195	Driver Lic. Truck T. T.	Design
196	Material Service Operator (including driving) Material Service Operator (including driving) - Leader	Eng/Mfg
198	Material Service Operator (including driving) Material Service Operator (including driving) – Leader	Warehouse
199	Driver Lic. Truck T. T.	South Campus
201	Material Service Operator (including driving) Material Service Operator (including driving) - Leader	VEC

205	Material Service Operator (including driving) Material Service Operator (including driving) – Leader	Twelve Mile
206	Material Service Operator	CVO
210	Material Service Operator (including driving) Material Service Operator (including driving) - Leader	MTS
213	Material Service Operator (including driving) Material Service Operator (including driving) - Leader	Research
216	Material Service Operator (including driving)	Site Operations & Cadillac

- Above references to Leader include Traditional and/or Team Leaders, where applicable.

**AND
LOCAL #160 OF THE UAW**

This Memorandum of Understanding is entered into this 27th day of April, 2009, between General Motors Technical Center and Local 160 UAW. The parties, as empowered by the Living Agreement provisions, have made modifications to this agreement reflected in this August XX, 2012 update.

The purpose of this Agreement is to change the work week for all third shift employees so that such employees may start their work week on Sunday night instead of Monday without penalty to Management; and accordingly, the rules for computing overtime premium pay for these employees regularly assigned to third shift operations, except those employees working on necessary continuous seven (7) day operations and/or other specific third shift operations as may be designated by Management to the Union.

The paragraphs of the "Working Hours" section of the current National Agreement between General Motors Corporation and the UAW shall apply for these employees except as provided below:

(1) For the purpose of computing overtime pay:

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

(2) Straight time:

(84)(a) For the first forty (40) compensated hours in the employee's working week, less all time for which holiday overtime has been earned.

(84) (c) Employees who are on an approved and verified leave of absence pursuant to Paragraph (109) will receive credit toward the forty (40) hour minimum threshold for overtime premium payment.

(3) Time and one-half:

(85) (b) For time compensated in excess of forty (40) hours in the employee's working week, less all time for which holiday overtime has been earned.

(4) Double time:

(86) For time compensated in excess of forty (40) hours in the employee's working week on Saturdays and on each holiday specified in Paragraph (203).

(5) Exceptions to the above provisions:

When a holiday falls on Sunday and is observed on Monday (as provided by Paragraph (213) or when a holiday falls on Monday, the local parties may, by mutual agreement, waive the above provisions of this special agreement and Paragraph (86) of the 2009 Addendum to the 2007 National Agreement for employees covered by this special agreement who are not required to work on Sunday. In the event of such waiver, employees covered by this special agreement who are not required to work on Sunday will be paid straight time for hours worked on Monday pursuant to Paragraph (84)(a) of the National Agreement and they shall be paid in accordance with the provisions of the Working Hours Section of the National Agreement for the balance of that calendar week through Saturday.

(6) The Local parties may, by mutual agreement, reduced to writing, waive the above provisions as to a specific holiday in which event the provisions of the National Agreement shall apply to hours worked on shifts which start on such calendar holiday.

(7) Further, the local parties may, by mutual agreement reduced to writing, waive the provisions of this Agreement and reinstate the applicable provisions of the "Working Hours" section of the National Agreement during specific periods. Such action shall not be construed as constituting modification or termination of this Agreement under the provisions of section (8) below, neither will compliance with the formal re-opening provisions of that section be required.

(8) If either party desires to cancel this Agreement it shall, at least sixty (60) days prior to the date it proposes that such cancellation become effective, give written notice of the proposed cancellation. If either party desires to change or modify this Agreement, it shall give notice in writing. 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.

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

UAW Local 160

Warren Technical

Center Management

J. Gillespie
A. Pawlaczyk
E. Fuller
J. DeClerq
W. Jarmoluk
T. Heim
W. Price
M. Spisz
T. Wamser

B. Romsek
D. Bolognino
B. Brown
C. Duprey
J. Matt
B. Warner
T. Alexander
J. Caine
M. Hergt
D. Kuchapsky
B. Roehl
P. Shapiro

In order to advance the mutual interest of promoting competitive operations at the Warren Technical Center on the basis that the business will grow and prosper thus enhancing the employment security of current employees while providing opportunities for prospective new employees, the parties have developed a long-term vision wherein all Non-Trades operations are staffed with Entry-Level employees. Accordingly, all future Non-Trades openings will be filled with Tier II new hire employees and, therefore, no Tier I Non-Trades employees in the area hire/extended area hire will be eligible to transfer to the Warren Technical Center.

Warren Technical Center Team Concept Agreement

This Agreement is made and entered into April 27, 2009, by and between Warren Technical Center Management, General Motors Corporation, hereinafter referred to as the Company, and UAW Local 160, hereinafter referred to as the Union.

Union and Management at the Warren Technical Center must continually strive for improvement in today's global automotive market. We recognize that through our efforts, the Warren Technical Center must be the shop of choice and will become General Motor's world-class facility in every part of the business, including Team Member relations, manufacturing processes, problem solving and teamwork. Our goal is to be the World Leader in providing Pre-Production Properties and Services. We recognize that we must establish a culture based upon beliefs and values that fully adopt the People System Principles of the Quality Network and Global Manufacturing practices. Failure to meet these challenges may jeopardize our ability to ensure the continued standard of living to which our employees, shareholders and suppliers have become accustomed.

We acknowledge that we will meet our customer driven quality and productivity requirements through the full participation and commitment of all our Team Members. Accordingly, with safety, quality and cost as our focus, we mutually agree that a complete commitment to global manufacturing practices and Quality Network principles is our mutual goal. Team Concept is a critical component of our strategy.

Team Concept is a proven method of operation, which normally results in world-class safety, quality, productivity and Team Member relations. Team Concept improves job satisfaction and self-worth by redefining the roles of Team Member and their leaders, Union and Management. Effectively implemented, Team Concept improves safety, quality and responsiveness by enhancing problem solving and continuous improvement efforts.

In order for Team Concept to be successful, the manufacturing environment must be visibly based upon the principles of teamwork, mutual trust and respect. We commit to one another that the Warren Technical Center will demonstrate that people are the most important resources of the Company. For this to occur, labor and management will work together as members of the same team. Should differences or misunderstandings occur they would be resolved through full and open communication. We have taken a dramatic, yet evolutionary step forward, in our joint effort to fully implement the supportive environment outlined in the Quality Network and GM Global Manufacturing System.

In order to secure our future, it is understood that change is inevitable and as continuous improvements are made to our pre-production manufacturing system, our processes will parallel these changes. The parties commit to continue to eliminate barriers and support enablers in accordance with the Living Agreement.

Team Members will function in work groups as the owners and operators of the Warren Technical Center processes to share common tasks, support each other, and achieve common goals through continuous improvement.

Following are current guidelines for Teams:

1. Are established and functional
2. Generally consist of natural work groups (size based upon geography, like work, and roles and responsibilities defined below). Ratio includes repair and absentee replacement coverage.
3. Goals are established, reviewed, and achieved
4. Meet on a frequent basis
5. Responsibilities are defined, written, communicated, and understood
6. Are responsible for assuring Best People Practices:

- | | |
|---|--|
| -- Safety | -- Problem Solving |
| -- Quality | -- Multi-skills |
| -- Standardized Work | -- Routine maintenance in accordance with PMP* |
| -- Pull System | |
| -- Communications | -- Quantity |
| -- Ergonomics | -- Assist in achieving attendance expectations |
| -- Workplace Organization | -- Data & records tracking |
| -- Inspection | -- Repair |
| -- Cost Reduction | -- Training |
| -- Process Control (Andon/Error Proofing) | -- Waste Elimination |

* Where it is determined as appropriately innovative, Skilled Maintenance Trades Teams supporting Production Build Teams will be utilized to improve quality and operational efficiency, as well as work together to effectively form a Production Maintenance Partnership (PMP).

Andy Pawlaczyk
Jerry Gillespie

Robert Warner

Date: April 27, 2009

**Warren Technical Center
Memorandum of Understanding
Skilled Trades Subcontracting
April 28, 2009**

During the current negotiations, the parties discussed at length Document 160 of the National Agreement and full utilization as it relates to subcontracting. In the spirit of these discussions the parties agreed to explore an alternative to our current full utilization agreement, while simultaneously reducing subcontracting.

Further, the parties have affirmed their commitment to utilize the skills and abilities of bargaining unit employees to perform as much work in-house in accordance with the provisions of Document 98 of the National Agreement in terms of how work can best be accomplished at the lowest possible cost with the highest possible quality and on time.

For Pre-Production Operations and Design Center, this will be accomplished through the use of the Manpower Work Allocation Team process (MWAT), which will be utilized as the driver to define our workload, manpower requirements, necessary equipment and capacity. It is jointly agreed that the workload will dictate our work schedules. Accordingly, it is understood that when Pre-Production is at capacity, which is defined as workload retained, and the joint parties concur that we are not able to perform the work as defined in Document 98 of the National Agreement, work may be subcontracted without expectations of additional overtime driven as a result of this subcontracted work.

In Worldwide Facilities at the GM Technical Center, Management reaffirms its commitment to provide the Union with all relevant information, so both parties can work together to accomplish projects internally. The Outside Contracting Checklist has been developed and approved by the National Parties. It is to be used in conjunction with the Advance Discussion Procedure for all instances where the use of an outside contractor is contemplated for work that is of a normal and historic nature to the skilled trades bargaining unit. The checklist will be used as a tool to ensure that relevant factors related to the subcontracting provisions of the 2007 National Agreement are fully considered prior to a contract being awarded. To this end, when maintenance work is subcontracted, there is no expectation of additional overtime driven as a result of this subcontracted work.

The parties agree to review the effectiveness of this Memorandum Agreement during the Manpower Planning meeting. Any issues that may arise will be discussed with the intent to resolve by the Key 4.

**Warren Technical Center
Facilities Operations
Memorandum of Understanding
Overtime
April 28, 2009**

The local Parties have had lengthy discussions concerning the administration of the subcontracting provisions of the National Agreement and local practices associated with full utilization. The parties acknowledged a mutual desire to abide by the National Agreement provisions and establish a reasonable approach to scheduling internal and as well as external resources to perform facilities work. To this end, the parties have agreed to redefine the past practices associated with full utilization as it relates to the Warren Technical Center Facilities Operations (TCFO).

It was recognized by the parties, that when work normally and historically performed by the bargaining unit is subcontracted, the affected trade classification within an NIO grouping will be scheduled equal to the number of the contractor's on-site employee(s), not to exceed a one for one basis.

**Warren Technical Center
Memorandum of Understanding
Re: Manpower Movement**

During discussion regarding retaining work that can be performed competitively, the parties agreed to jointly evaluate the required workload, available resources, shift structure, required timing, and project duration.

Accordingly, there will be instances where multiple shift arrangements and the movement of manpower is required. It is understood that manpower movement may take place in departments and/or NIO's that are scheduled forty (40) hours or on overtime.

Temporary Adjustments Short Term

In Temporary Adjustments up to fourteen days, management has the right to move available manpower to any NIO and/or department without regard to seniority.

Management will discuss the method and reason(s) for Short Term Temporary Adjustments with the affected District Committeeperson as far in advance as possible.

Manpower movement across classifications will be discussed and jointly agreed to based on skill set, timing, and workload.

Temporary Adjustments Long Term

The following procedure will be utilized when Management has identified available employees in a classification in one or more department(s) and a need for employees in the same classification in one or more department(s) on a temporary basis for a period anticipated to be greater than fourteen days.

Management will offer transfers to those employees who are capable of performing the work, as outlined in the flex charts, by the overtime list within the classification from the department(s) with available employees.

Employees moved under this procedure will be returned to their former location at the conclusion of the temporary assignment or sooner if they are unable to do the work.

Manpower movement across classifications will be discussed in the same manner above and jointly agreed to based on skill set, timing, and workload.

Permanent Adjustments

In situations anticipated to extend longer than six months, the following procedure will be utilized when Management has identified available employees in a classification in one or more departments and a need for employees in the same classification in one or more department(s):

Management will offer transfers to those employees who are capable of performing the work by seniority within the classification from the department(s) with employees who have expressed in writing a desire to transfer to the department with the need. Upon refusal or acceptance of the transfer, the applicable Transfer Agreement provisions concerning other applications the employee has on file will apply. If further transfers are needed to balance the workforce, Management will next consider volunteers who are capable of performing the work from the department(s) with the available employees. If the affected areas still need further balancing, Management will then force the low seniority employees who are capable of performing the work from the department with the available employees. Employees moved under this procedure will be returned to their former location if they are incapable of performing the work.

Management will involve the shop committee in the decision making process, via the "Manpower Planning Meeting", for Long Term Temporary and Permanent Adjustments.

Any remaining unresolved problems may be referred to the "Key 4" for final resolution.

**Warren Technical Center
Memorandum of Understanding
Facilities Operations
Re: TCFO Manpower Movement
April 28, 2009**

The Parties discussed the site wide application of the Warren Technical Center Manpower Movement document, dated April 27, 2009. It is agreed that in the event a TCFO skilled trade classification(s) is on layoff, the 14 day provision cited in the Memorandum of Understanding will not be implemented for the affected classification(s).

**Warren Technical Center
Memorandum of Understanding
Re: Plant Launch Support**

April 28, 2009

During local negotiations, the parties discussed methods of improving support for plant product launches. The parties recognize that Pre-Production Operations is instrumental in providing Assembly Plants with early build knowledge and lessons learned to ensure a flawless product launch.

The Plant build requests will be reviewed and agreed to at the Manpower Work Allocation Team process (MWAT). The agreed upon number of builds will be scheduled in EMBASSY. The Plant Personnel will build the Integration Vehicles (with the exception of Instrumentation, Lab check, and Electrical crib work) under the leadership/assistance of the AI/MMM in General Assembly in the respective stations, in a safe manner. The Assembler/Inspector, Metal Model Maker will continue to be the core team which maintain program continuity and provide the appropriate plant personnel with instruction/information regarding the assembly process.

The parties further agree that problems which may arise as a result of this agreement will be thoroughly discussed and promptly resolved in order to ensure that the General Assembly and Body-In-White areas remain an effective and efficient center of engineering expertise.

Moreover, this process is not intended to be utilized when the affected departments are in a reduction in workforce, unless mutually agreed to by the parties.

**Warren Technical Center
Memorandum of Understanding
Re: 'Can Do Will Do'
April 28, 2009**

Trades employees will follow a 'Can Do – Will Do' philosophy, performing incidental tasks that can be performed safely with minimal or no training and complete job assignments that eliminate the need for multiple trade classification involvement. Adherence to all applicable safety requirements must be observed at all times.

**Warren Technical Center
Memorandum of Understanding
Re: Lean Machining
April 27, 2009**

During the course of these negotiations, discussions took place regarding improving efficiency and utilization of resources. The parties acknowledged the necessity for continuous improvement and the need to address uncompetitive practices in order to retain work at this location. In order to effectively and efficiently utilize equipment and to maximize their value to the organization, the parties agree to the following:

1. In view of intense competitive pressures, the practice of idling programmable equipment during breaks, lunches and between shifts is extremely uncompetitive. As such, the parties agree that programmable equipment will operate through breaks, lunch and between adjacent shifts consistent with the needs of the business and general GM-UAW Health and Safety guidelines.
2. The parties agree to move towards becoming the world class machining center in terms of cost, quality, and timing. In line with this initiative, the parties agree that operators will multi-task, whenever possible, to make the most efficient use of our resources (e.g., programming, operating multiple pieces of equipment, or other tasks). The parties further agree that natural workgroups jointly developed through GMS Team Concept will determine how to most efficiently perform the work.

**Warren Technical Center
Memorandum of Understanding
Re: Supplier Accountability
April 27, 2009**

The parties recognize that suppliers may perform quality containment sorting and/or minor repairs on their parts within the material warehouse. The Company will ensure that the outside suppliers and vendors follow appropriate safety and quality procedures. The parties agree to mutually discuss and resolve any issues arising from the application of these provisions.

**Warren Technical Center
Memorandum of Understanding
Re: Overtime**

During local negotiations, the parties discussed overtime issues as it relates to the need to provide job assignment flexibility and efficiency to meet organizational objectives. Accordingly, the parties have agreed to the following points of clarification related to the application of overtime work rules:

- Job continuation may be applicable during periods of overtime. Management will identify the need for the same employee to remain on the job. Team Members input will be taken into consideration as appropriate.
- Flex charts (i.e. – Job assign based on Can Do Will Do) - There is no obligation to work or match employees on overtime in specialty areas who are not capable of performing the work (i.e. Lab Check, CMM, Programming, Molding bending, etc.)
- Advance discussion will be conducted regarding the use of Special Project Teams utilizing Team Concept which when put into place, will be utilized for overtime work associated with that project. Implementation of this provision will be agreed to jointly, prior to the commencement of such project work.
- In an attempt to schedule the trade and non-trade classifications to support Pre Production and Design Operations during overtime, the parties agree to establish a joint leadership committee to identify the most efficient level of support in line with the needs of the business.

This Memorandum of Understanding supersedes any and all local agreements or practices regarding these matters.

**Warren Technical Center
Memorandum of Understanding
Re: Training
April 28, 2009**

During these negotiations, the parties discussed the overall structure, administration and implementation of training and associated processes at the Warren Technical Center.

The parties reaffirmed their commitment that a successful training process is essential to the development and growth of a world class organization. To this end, the Joint Training Representatives will collaborate and develop a comprehensive training needs analysis which will be updated as required.

It is understood that the district committeeperson and/or Training Representatives, along with the appropriate Management representative, will address the following:

- Jointly identify core and specialty areas in each department
- Jointly identify training requirements
- Jointly develop Flex Charts by documenting competencies
- Jointly agree to the necessary staffing of specialty areas

It is understood that employees will rotate through core and specialty areas referencing the needs analysis document.

Furthermore, the joint leadership will monitor progress at the departmental level 3 Business Plan Deployment monthly meetings.

**Warren Technical Center
Memorandum of Understanding
Re: Material Service Operations
April 27, 2009**

Material Service Operators/Housekeeping Work Assignments

In compliance with the provisions contained in the 2007 National Agreement, the parties have agreed to exit housekeeping functions in their entirety. As such, certain housekeeping functions outlined in the National Agreement that fall within the scope of the Material Service Operator classification will be realigned. These functions, as outlined, are cardboard disposal/trash handling and other miscellaneous identified housekeeping work assignments.

The parties agree that cardboard disposal/trash handling functions currently performed by Material Service Operators will be transitioned to a 3rd party vendor within thirty (30) days of ratification of the local agreement. Material Service Operators currently performing cardboard disposal/trash handling work will be reassigned to other duties within the Material Service Operator classification.

The local parties also discussed and agree to exit additional housekeeping work assignments in the Design Studio work areas which are currently performed by the Material Service Operator classification involving equipment cleaning associated with the wash and clay clean-up of Mill Rails. Once the property has been removed a 3rd party vendor will perform cleaning, scrapping and washing functions.

Additionally, the local parties agree that project/furniture moves and the disposal and handling of scrap material, will also transition to a 3rd party vendor within the aforementioned time frame. It is understood that certain non project related moves will continue to be the responsibility of the Material Service Operator.

Material Movement

During these negotiations, the parties discussed the importance to the vehicle/property build process of moving vehicles, properties and materials safely and expeditiously without delays.

In this regard, the parties are committed to a more cooperative relationship between management, and bargaining unit employees in order to accomplish the above referenced movement of work.

Therefore, the parties agree that trades employees may move vehicles, properties and materials that can be moved in a safe manner, within or between departments, when supervision has determined that a Material Service Operator is not readily available.

Non represented personnel may move properties, vehicles, and/or material within the Design Studios and the adjacent viewing areas when power equipment is not required.

It is the responsibility of appropriate bargaining unit employees to deliver incoming material, stock, parts and supplies to their designated destination point or to the job site. However salaried/contract employees, using a rule of reason, may hand transport materials in conjunction with their job and vendors may move their own material, if it can be hand transported in a safe manner through designated points of entry/egress consistent with health and safety and product security guidelines. In this regard, it is not Management's intent for salaried/contract/vendors to move certain items, which by the nature of their number, size, weight, or health and safety considerations, should normally be moved by the Material Service Operators or other bargaining unit employees. Any material requiring a Material Safety Data Sheet must go through Shipping and Receiving.

Point Of Use Cribs for Indirect Material

During current local negotiation, the parties discussed at length initiatives related to Material Department work functions performed at the Warren Technical Center.

Accordingly, the local parties have agreed to identify and transition Indirect Material Point of Use activity to a third party vendor. The vendor will support all on-site Point of Use activity including inventory control and management.

Material Service Operators currently performing Point of Use services will be reassigned to other duties within the Material Service Operator classification.

Pallet Fabrication

The parties recognize that the relocation of the Vehicle Performance Center activities to Pontiac has significantly reduced the need and type of pallets fabricated. Therefore, in an effort to focus more on the engineering process, the parties agreed that Material Service Operators will exit pallet fabrication at the Warren Technical Center.

This Memorandum of Understanding supersedes any and all prior local agreements, practices and understandings associated with the aforementioned matters.

Memorandum of Understanding Strategic Work April 27, 2009
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During the 2007 National Negotiations, General Motors and the International Union-UAW reduced to writing contractual provisions for the local parties to utilize in addressing skilled trade competitiveness. The local parties discussed the importance of aligning the skilled trade workforce at the GM Technical Center in Warren, Michigan with the manufacturing and engineering processes. It was recognized that the skilled trades play a vital role in the validation of Product Development and Manufacturing/Engineering at this site. Accordingly, the local parties have held extensive discussions relative to identifying work of a strategic nature that supports the above validation process. As a result of these discussions, the support of process equipment related to the validation of Product Development and Manufacturing/Engineering functions in the following strategic work areas have been identified by the parties:

- GA, CCO (BIW), Machine Tooling and Stamping (MTS) within PPO
- Design Center (fabrication, studio/mills), North and South buildings
- Mock-up in the VEC building
- Engineering Portfolio in the Engineering building
- Engineering Test Lab in the VPC building
- Major Tooling Lab
- Manufacturing A, B and C buildings
- Research buildings
- Climatic Wind Tunnel
- Competitive Vehicle Analysis Group in the Link building
- Global Data Center in the VEC building (7 day operator work schedule)
- Warranty Room (VEC basement)
- STG Garage (Service Ops)

It is understood between the parties that the support for the strategic work areas above is based on the current workload for the validation of Product Development and Manufacturing/Engineering functions at the Warren Technical Center and may fluctuate. Therefore as the workload requirements change in these areas, the support level may also be impacted.

**Warren Technical Center Facilities Operations
Memorandum of Understanding
Non-Strategic Work Examples
April 27, 2009**

The parties discussed the implementation of Document 159 in the GM-UAW National Agreement and the effect of these provisions on the WFG skilled trades. The parties discussed the fact that this document identified work that would be exited when workload requirements exceeded the remaining resources. Additionally, said document identified one of four qualifying events; transfer to another location, normal attrition, re-training to another trade or targeted SAP, was required to occur before work would be exited. As such, it was recognized by the parties that merely laying off employees was not identified as a qualifying event.

The parties further discussed performance of certain work elements in Document 159 that were guided by the application of the major/minor rule. In this regard, the parties agreed to provide examples of non-strategic major/minor work outlined in the 2007 National Agreement. It was understood that these examples were not intended to be all-inclusive, nor exclusive, but would advance discussions between the parties as qualifying events occurred.

Painting/Glazing

Major: Large building/facility areas; entire parking lot striping; large quantities of signage

Minor: Interior building systems/equipment; platforms and equipment fabricated by bargaining unit personnel; signage/stenciling

Carpentry

Major: Rearrange/refurbish offices, flooring (plant & offices) and other extensive projects

Minor: Minor repair/replacement of furniture systems such as tables, chairs and desks; small rearrangements/refurbishments of facility areas for furniture systems

Building Envelope Maintenance

Major: Extensive repairs/replacements to walls, exterior windows and exterior pedestrian and roll-up doors; fences

Minor: Small repairs/replacements to walls; repairs/replacements to interior windows and interior pedestrian doors

Building Mechanical

Major: Extensive repairs/installations to plant-wide utility distribution systems (natural gas, compressed air, steam, condensate, and waste lines)

Minor: Small repairs/installations to plant-wide utility distribution systems (natural gas, compressed air, steam, condensate, and waste lines)

Building Electrical

Major: Extensive electrical installations/repairs including installations 600 volts and greater

Minor: Small electrical installations/repairs for installations less than 600 volts

Crane Hoist Repair/Inspection

Major: Extensive repairs/installations to building crane hoist systems

Minor: Small repairs/installations/preventive maintenance/inspections to building crane hoist systems

**Warren Technical Center
Facilities Operations
Memorandum of Understanding
April 27, 2009**

The parties have held extensive discussions regarding the application of Document #159 of the GM-UAW National Agreement at the Warren Technical Center. As a result of these discussions, the parties agree that the identified work will be exited by the bargaining unit in accordance with the provisions of Document #159. It was agreed that as the workload requirements exceed the remaining resources, the parties will discuss the relocation /transition of said employees.

Additionally, within thirty days of notice of ratification of this local agreement, the parties agree to petition the National Parties to develop a Special Attrition Plan for the effected employees at the Warren Technical Center.

**Warren Technical Center
Memorandum of Understanding
Alternative Work Schedules Addendum
Re: Maintenance Skilled Trades**

April 27, 2009

During these negotiations, the parties discussed at length the structures necessary to maintain organizational efficiencies in the areas of Preventive Maintenance and Operational Support.

To this end the parties agree they will be guided by the provisions of Document 158 of the National Agreement, "Alternative Work Schedules for Skilled Trades Maintenance Operations".

It is understood, that these Alternative Work Schedules are subject to the approval of the Corporation and the International Union.

**Memorandum of Understanding
Powerhouse/Chilled Water Plant Operations
April 28, 2009**

While identifying strategic work areas, the Parties held extensive discussion relative to the Powerhouse/Chilled Water Plant Operations at the Warren Technical Center. To this end, the Parties were unable to reach an agreement regarding the strategic nature of this operation.

The parties reserve the right to discuss the Powerhouse/Chilled Water Plant Operations upon notice of ratification of this local agreement.

**Memorandum of Understanding
Utility Service Operator
September 8, 2008**

In compliance with the provisions contained in the 2007 National Agreement, the parties have agreed to exit the housekeeping functions per Document 57. As such, it is agreed that a portion of the agreement includes exiting the following functions:

- Grass cutting and edging, snow removal (north of 12 mile) and salting operations, sweeping of roads, sidewalks, parking lots, leaf removal, sod and ground cover installation, installation and removal of snow fences, cultivate forest areas and shrub beds, installing and removing burlap to provide winter protection for evergreens, digging, balling and planting trees, health and safety related trimming of trees, repair lawns and meadows (including laying sod, seeding, adding topsoil and stabilizing ditch banks), apply stone to maintain existing areas, install, remove and store picnic tables, sidewalk cleaning.
- The functions mentioned above may not be all inclusive of the roads and grounds maintenance activities performed by the third party vendor.

The parties further agree that a portion of the agreement includes the following functions which may be performed by the bargaining unit or a third party vendor. It is understood that if a third party vendor performs such functions there will be no overtime obligations.

- Debris removal from catch basins and sanitary sewers, demolition, pumping and, cleaning pits, placing barricades, signs and cones, installation and removal of salt and refuse drums, collecting geese for DNR, operate stump router for removal of stumps.

In this regard, it was agreed that effective November 7, 2008, up to eight (8) employees, currently classified as Heavy Equipment Operator will be reclassified to a new classification, "Utility Support Operator" at their current rate of pay. The parties will jointly agree on the selection and training of these employees. Currently classified Heavy Equipment Operators must meet the required training in order to be reclassified to Utility Support Operator.

It is understood that the reclassified employees will perform utility excavations and provide skilled trades support. It is anticipated that during the off season there will be a sufficient amount of work for these employees, however, if the amount of work significantly decreases over a long period of time, Management will assign these employees to perform Facility Service Operator functions in the Site Operations, Research or Manufacturing buildings at their current rate of pay. If overtime is required, existing Facilities Service Operators in the aforementioned buildings will be offered overtime first.

The parties agreed that, as of this date, the remaining employees currently classified as Heavy Equipment Operator, who are not placed in the Utility Support Operator classification, will be reclassified to the Facilities Service Operator classification and must meet the prerequisites and health and safety training as outlined in the 2003 Facilities Service Operator Agreement, and will perform all duties of said classification. Employees reclassified to the Facilities Service Operator will be red circled at their current rate of pay until such time as the provisions of the 2007 National Agreement meet or exceed the rate of pay of the classification to which they are reassigned.

Management will make every effort to accommodate shift and building preferences as far as practicable for those employees reclassified to Facilities Service Operator. Disputes of assignment of these employees to their new location and other implementation issues that arise during the transition will be addressed working jointly with the Local Union to resolve any matters in this regard.

It is understood that if journeyman in training openings occur at the GM Technical Center, employees currently classified Utility Support Operator may be considered for such openings in the mechanical building trades.

Finally, the parties agreed that the vacated classification of Heavy Equipment Operator and Heavy Equipment Operator – Leader will be deleted from the Local Agreement.

As a result of signing this agreement, the parties agreed that all prior understandings and agreements relative to the former Heavy Equipment Operator classification are null and void. This agreement resolves all grievances related to the Heavy Equipment Operator classification.

**Warren Technical Center
Memorandum of Understanding
Engineering Laboratory Paint Technician
April 27, 2009**

Employees currently classified as "Painter – Product Engineering" and "Painter – Product Engineering - Leader" will be reclassified as "Engineering Laboratory Paint Technician" and "Engineering Laboratory Paint Technician – Leader" at the appropriate rates of pay, respectively. The vacated classifications will be deleted from the Local Agreement.

It is understood that employees classified "Engineering Laboratory Paint Technician " and " Engineering Laboratory Paint Technician – Leader " will be responsible for the full combined scope of duties currently performed by the above referenced classification at Design. The new classifications, "Engineering Laboratory Paint Technician" and "Engineering Laboratory Paint Technician – Leader", shall comprise separate non-interchangeable occupational groups at Design. For shift preference and overtime equalization purposes, the two new classifications shall comprise their own groups at Design.

**MEMORANDUM OF UNDERSTANDING
MOCK-UP ACTIVITY
April 27, 2009**

Mock-up is an activity that supports the Vehicle Development Process. Mockup can begin activity on programs prior to Vehicle Program Initiation (VPI) and continue past Start of Regular Production (SORP) and into Current Product Support (CPS) to support the needs of the business. Since the implementation of the original Mock-up Agreement, both parties have benefited. Further, Mockup includes the build of many types of Physical Mockup Bucks and properties to support the successful launch of our products. Additionally, a fully contented integration vehicle is a standard request to the Product Platform Teams to assist Mockup and the teams to support the launch activity and is currently standard operating procedure in the vehicle development process. The mock-up activity subsequently coordinates mockup build activities with the respective vehicle platforms.

The parties recognize that one of the main purposes of the mock-up activity is to provide the engineering community with a three-dimensional representation of the vehicle program, well in advance of and at times concurrent with production intent data. Additionally, more required engineering changes are made in the mock-up activity so that fewer engineering changes will be necessary as the vehicle program moves closer to production. As such, all personnel assigned to the Mockup activity should understand that engineering changes are a regular part of the Mockup process.

In order for the above objectives to be met, the parties agree to the following guidelines regarding bargaining unit involvement in the Mockup activity:

1. Management will select employees for the mock-up activity consistent with its needs, from those groups who have made application by group by seniority noted below:
 - Wood Model Maker (Design)
 - Metal Model Maker (Design)
 - Metal Model Maker (General Assembly)
 - Assembler/Inspector (General Assembly)
 - Metal Model Maker (Body-In-White)
 - Metal Model Maker (MTS)
2. In the event unusual manpower resource problems arise, the appropriate parties may mutually agree to populate Mockup openings with other Local 160 engineering skilled trades employees from other on site locations.
3. Employees assigned to the Mockup activity will perform all facets of Mockup "assembly" work as well as all Mockup fabrication. Major fabrication activities will continue to be assigned to the appropriate center of expertise.
4. No change in an employee's classification or rate will occur as a result of an assignment to the mock-up activity.
5. One (1) group will be established for purposes of overtime equalization and shift preference. Thereafter, employees will continue to equalize hours in accordance with the provisions of Paragraph (71) of the National Agreement and Local Paragraph 71 – Administrative Rules.

6. Newly assigned employees will have a ninety (90) day evaluation period to determine whether they are suitable for the Mockup assignment. Employees that fail such evaluation will be returned to their home group and will not be considered for any subsequent Mockup assignment for one (1) year.
7. Reasonable effort will be made to return an employee to their home group upon verbal request in light of all attendant circumstances. Employees so returned will be placed at the bottom of the appropriate selection list for a one (1) year period.
8. In the event there is a decline in the workload, employees will be returned to their home group by selection group by seniority. Those reduced employees will be placed at the top of the appropriate selection list, regardless of seniority, should additional employees be required.

Finally, the parties recognize that the viability of the Mockup activity depends on the cooperation of all concerned. Accordingly, non-represented unit personnel will perform some "hands-on" engineering in the Mockup activity. Again, cooperation of all affected parties toward the objective of expedient customer satisfaction is essential to the success of this endeavor. Therefore, the parties agree that problems which may arise as a result of this Agreement will be promptly and thoroughly discussed in order to ensure that the Mockup activity remains an effective and efficient center of engineering expertise.

MEMORANDUM OF UNDERSTANDING DESIGN & MARKETING OVERFLOW WORK GROUP April 27, 2009
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The purpose of this Memorandum is to provide a means to implement certain Design and Marketing overflow work to be performed in a way that focuses on competitiveness, operational effectiveness and the efficient utilization of resources. In order to meet the objectives set forth, the "Design & Marketing Overflow Work Group" will continue to perform their duties as a flexible work group without lines of demarcation.

In order for the above objectives to be met, the parties agree to the following guidelines regarding bargaining unit involvement in the "Design & Marketing Overflow Work Group" activity:

1. Under current operating conditions, additions to the group will come from the Metal Model Maker and Assembler/Inspector classifications who have 63 (b) applications on file, excluding Design. Selected employees will remain in their respective Non-Interchangeable Occupational Group (NIO) for Seniority Agreement purposes. Lacking sufficient 63 (b) applicants Management will job assign employees from the aforementioned Metal Model Maker and Assembler/Inspector groups. In the event unusual manpower resource problems arise, the parties may mutually agree to populate "Design & Marketing Overflow Work Group" openings with other Local 160 engineering skilled trades employees from other on site locations.
2. It is understood by the parties that said job assignments are a minimum one year assignment. Inability to satisfactorily perform the work after given an opportunity to demonstrate their skills and proficiency, (within sixty (60) days) will result in removal from this group. Thereafter, employees desirous of returning to their former group shall notify their supervisor. Management will make every reasonable effort to accommodate the employees' request in light of all attendant circumstances. In the event an employee is returned to his/her former group voluntarily and subsequently is desirous of returning to said group, such employee cannot make application for a period of six (6) months.
3. In the event it is necessary to reduce the number of employees in this group, Management will hold advance discussion with the Union regarding the mechanics for retaining a balanced work crew that meets the skill set of the work group. Thereafter, employees will flow to available Metal Model Maker and Assembly/Inspector work site wide. Employees reduced from the group will be offered to return by seniority before any additions are made to the group.
4. Employees assigned to this group will be required to take any necessary training to facilitate their job assignment. Additionally, seniority for shift preference purposes in this group will be considered upon the successful completion of any training required and a demonstrated proficiency to perform the work.
5. The Design Overflow Group shall constitute its own overtime equalization and shift preference group.
6. Leaders added to the group will be from those employees currently assigned to the group who has the knowledge and capability to perform all facets of this work as well as the ability to effectively lead the group. Furthermore, the Leader will be expected to perform the same functions as other employees in the group as well as assisting employees in the group and expediting job assignments. The parties further agree that the aforementioned Leader will be temporary, and that the provisions of the Local Seniority Agreement will be extended beyond the six month time period for the duration of this specific assignment.
7. Processing support for this group will be from the Design Center.
8. It is understood by the parties that the operation of this agreement does not expand Management's obligations under the subcontracting provisions of the National Agreement nor does it establish a claim for such work under Paragraph (71) of the National Agreement.
9. Cooperation of all affected parties toward the objective of expedient customer satisfaction is essential to the success of this endeavor. As such, this group will be evaluated periodically with respect to meeting the objective of customer satisfaction to determine if there is a need to modify this agreement.

10. The parties further agree that problems which may arise as a result of this Agreement will be promptly and thoroughly discussed in order to ensure that the "Design & Marketing Overflow Work Group" activity remains an effective and efficient center of engineering expertise.

**Warren Technical Center
Memorandum of Understanding
Re: Medical
April 27, 2009**

Hourly employees returning from a leave of absence for illness, extended disability, workers compensation or employees who have been absent three (3) or more working days due to health reasons must report to Medical for clearance to return to work during designated hours prior to the employee's return to work date.

It is understood by the parties that the above noted employees are expected to be on the job at their regular starting time on their actual return to work date. It is further understood that pay for such employees will not commence until they are on the job after clearing through medical.

This Memorandum of Understanding supersedes any and all local agreements or practices regarding this matter.

**Warren Technical Center
Memorandum of Understanding
Re: Uniforms
April 27, 2009**

During negotiations, the parties discussed at length initiatives related to reducing operating costs. The parties agreed that due to current economic conditions; issuing uniforms on a site wide basis will be suspended.

Additionally, the purchase of replacement uniforms for Design employees will also be suspended. It is understood that due to the uniqueness of materials used, Management will continue to clean/laundry Design employee uniforms as needed.

However, the parties reaffirmed their commitment to employee safety and Management will continue to provide the necessary or required personal protective equipment, devices and clothing at no cost to employees in accordance with Document 7 of the 2007 GM – UAW National Agreement.

It is understood that items requiring cleaning/laundrying will be delivered to all locations by the service provider.

This Memorandum of Understanding supersedes any and all local agreements or practices regarding this matter.

**Warren Technical Center
Memorandum Of Understanding
Re: Paid Lunch
April 27, 2009**

Management recognizes the fact that if employees are working extended hours (more than ten), there may be occasions that employees require a short period of time for personal relief. This will be accomplished in such a manner as to not impact productivity. As such, the parties have agreed to eliminate the current practice of providing bargaining unit employees a paid lunch period when scheduled to work eleven (11) hours or longer.

This Memorandum of Understanding supersedes any and all local agreements or practices regarding this matter.

**Warren Technical Center
Memorandum of Understanding
Re: Retiree Tool Boxes
April 27, 2009**

This issue is resolved on the basis that retiring Trades employees may bring in their own storage container to transport their personal tools from the worksite on their last day of work prior to retirement. It is understood that a complete inventory approved by the employee's supervisor, a package pass and a security check will be necessary before tools will be allowed to leave the worksite. Therefore, upon ratification of the 2007 Local Agreement, the issue of supplying Trades retiree tool boxes is resolved.

**Warren Technical Center
Memorandum of Understanding
Re: International and Local Appointees**

April 28, 2009

The parties have reviewed the provisions of the National Agreement and its Supplements as they pertain to International and Locally Appointed UAW positions. Based on this review, the parties agree to meet, discuss and develop plans to comply with the provisions of the National Agreement relative to the numbers of such appointed positions.

It is recognized that in some instances, the number of officials is determined by the Warren Technical Center's employee population. This information will be used to determine the staffing levels for International Union Personnel.

Accordingly, the parties agree that any locally appointed positions beyond those provided by the National Agreement must be established by mutual agreement based on the needs of the business. Selection of any locally appointed positions will be based on the employee's qualifications utilizing jointly developed criteria.

It is understood and agreed to that any such locally appointed employees shall not function in their appointed capacity during daily and weekend overtime.

Furthermore, the number of such employees will be reviewed as business conditions change, but minimally on an annual basis. Additionally, such appointments will have pre-determined dates, subject to extension or early expiration as agreed upon by the parties.

In order to accomplish these objectives, the parties agree that following notification of ratification of the 2007 Local Agreement, it will meet to discuss and make the necessary modifications in this regard.

This Memorandum of Understanding supersedes any and all prior agreements, practices and understandings regarding these matters.

**Warren Technical Center
Memorandum of Understanding
Re: Elected Representatives
April 28, 2009**

The parties have reviewed the provisions of the National Agreement and its Supplements as it pertains to elected UAW positions at the Warren Technical Center.

Accordingly, prior to the April 2010 regularly scheduled UAW Election, the parties will develop a redistricting plan aligning Union Representation with the provisions of Paragraphs 9, 10, 11, 12 and 13 of the National Agreement.

It is understood that the resulting redistricting plan will reduce the number of elected officials to the level mandated by the National Agreement.

This Memorandum of Understanding supersedes any and all local agreements or practices regarding this matter.

**Warren Technical Center
Memorandum of Understanding
Re: Part-Time Medical Coverage
April 28, 2009**

During these negotiations, the parties discussed at length initiatives that will reduce the costs of operating the business.

Accordingly, Medical Department leadership and the Union have agreed that during periods of part time operations, services such as medical, may be reduced accordingly.

This Memorandum of Understanding supersedes any and all local agreements or practices regarding part time medical coverage.

**Local Application of
Paragraph 59 of the National Agreement
August 6, 2009**

In order to assist in the application of Paragraph 59 of the National Agreement in instances where Skilled Trades employees, either on or identified for placement on permanent layoff, transfer to openings in Other than Skilled classifications, the following guidelines will be followed when feasible.

- Employees may make application to Division II on forms provided by Management.
- Skilled Trades employees in line with their Corporate seniority will be placed no later than the second Monday from the date of application or effective date of layoff whichever is later, or sooner if Management deems necessary.
- Employees may revoke applications to transfer prior to Management notifying said employee their transfer will be honored. Thereafter, employees will not be allowed to revoke a request to transfer.
- Skilled Trades employees placed into Other than Skilled openings shall be paid the applicable wage rate for that classification.
- Division I employees who are laid off and who move to Division II remain reduced from Division I and will be returned to their former Skilled Trades classification in line with their seniority as openings occur. All applicable provisions of the current National and Local Agreements will remain in effect.

Any issues which may arise from these general guidelines will be discussed between the parties to afford the efficient application of Paragraph 59 of the National Agreement.

**Memorandum of Understanding
Warranty Parts Operation
GM Technical Center
December 2, 2008**

The parties have initiated this Special Memorandum of Understanding relative to the Warranty Parts Operations currently located in the VEC building. The responsibility of analyzing parts and / or sub-systems in an effort to identify problems is performed by non-represented employees. This problem solving process may consist of moving material within the area, and the disassembly of parts and /or subsystems.

Pre-Production Operations has been requested to assist in the problem solving processes as currently performed in the Warranty Parts Operations area. This may include the movement of material once inside the area, disassembly of components and /or vehicles, and assistance in problem solving processes. In this regard, PPO Management will assign bargaining unit employees to this area from General Assembly and Material departments on an as needed basis.

It is expressly understood between the parties that the work identified above will be performed on a non-traditional basis and, therefore will not be the basis for any future claims by the Union regarding this work.

**GM Technical Center
General Motors Corporation
Memorandum of Understanding
Alternative Work Schedule
September 19, 2008**

1. This Memorandum is entered into this 19th day of September, 2008, between General Motors Corporation, GM Technical Center, hereinafter referred to as Management and the United Automobile Aerospace and Agricultural Implement Workers of America, Local 160, hereinafter referred to as the Union. Initially, this Agreement is temporary, and will be applied for a 60-day trial period commencing on the date of implementation of the Alternative Work Schedule. Prior to the expiration of the trial period, the parties will hold a conference to review their experiences with the Alternative Work Schedule and to discuss extending the Alternative Work Schedule beyond the 60-day trial period by mutual agreement in writing. In the event of failure to extend the Alternative Work Schedule, the provisions of the GM-UAW National Agreement shall be reinstated on the first Monday following the 60-day expiration date. Further, the provisions of this Memorandum shall not serve to modify, alter or supersede any provision of the GM-UAW National Agreement unless specifically stated herein.
2. The purpose of this Memorandum is to provide for an Alternative Work Schedule for certain employees regularly assigned to the GM Technical Center.
3. It is understood that the provisions of this Memorandum do not prejudice Management's exclusive right to schedule and determine the working hours pursuant to Paragraph 8 of the National Agreement, and Working Hours provisions of the GM-UAW National Agreement and Management's exclusive right to determine and assign manpower.
4. The Alternative Work Schedule shall consist of regular forty (40) hour weekly work schedules based on:

Schedule A: Four (4) ten (10) hour working days commencing on Monday, and/or

Schedule B: Four (4) ten (10) hour working days commencing on Tuesday

Examples of Alternative Work Schedule shift hours:

Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.	Sun.	Wkly Work Hours		
10	10	10	10	X		X	X	40	X
10	10	10	10	X	X		40		

5. The paragraphs of the "Working Hours" provisions of the GM-UAW National Agreement shall apply except as modified below:

(81) For the purpose of computing overtime premium pay, the regular working day, is ten (10) hours, and the regular working week is forty (40) hours.

(82) Employees will be compensated on the basis of the calendar day (midnight to midnight) on which their shift starts working, for the regular working hours of that shift. Their working week shall be a calendar week beginning on Monday (Schedule A) or Tuesday (Schedule B) at the regular starting time of the shift to which they are assigned.

STRAIGHT TIME

(84) (a) For the first forty (40) compensated hours in the employee's working week, less all time for which holiday overtime has been earned.

(84) (c) Employees who are on an approved and verified leave of absence pursuant to Paragraph (109) will receive credit toward the forty (40) hour minimum threshold for overtime premium payment.

TIME AND ONE HALF

(85) (b) For time compensated in excess of forty (40) hours in the employee's working week, less all time for which holiday overtime has been earned.

NIGHT SHIFT PREMIUM

(89) Except as otherwise provided, night shift premium on night shift earnings will be paid to an employee for all time worked on the shift scheduled to start in accordance with the following chart:

Alternative Work Schedule Shift Starting Time	Amount of Regular Shift Premium	Amount of Conditional Shift Premium
(1) On or after 11:00 a.m. And before 7:00 p.m.	Five Percent	*Ten percent for all hours worked after 12 midnight when such employee is scheduled to work more than eleven (11) hours and until or beyond 2:00 am
(1) On or after 7:00 p.m. and on or before 4:45 a.m.	Ten Percent	
(2) After 4:45 a.m. and before 6:00 a.m.	Ten Percent Until 7:00 a.m.	
(3) On or after 6:00 a.m. and before 11:00 a.m.	None	Five percent for all hours worked in excess of (10) when such employee is scheduled to work twelve (12) or more hours.

6. EXCEPTIONS TO THE ABOVE PROVISIONS:

(a) During any week in which any of the Holidays specified in Paragraph 203 of the GM-UAW National Agreement fall, Management may schedule the forty (40) hour work week based on the regular eight (8) hour per day work week schedule, Monday through Friday. In such event, the Paragraphs of the "Working Hours" section of the GM-UAW National Agreement shall apply.

- (b) During any week in which there is only one holiday specified in Paragraph 203 of the GM-UAW National Agreement, Management may schedule two (2) work days with a work schedule of 10.7 hours, and one work day with a work schedule of 10.6 hours, all at straight time.
- (c) During any week in which training is scheduled, Management may schedule the forty (40) hour work week based on the regular eight (8) hour per day work week schedule, Monday through Friday. In such event the paragraphs of the "Working Hours" section of the GM-UAW National Agreement shall apply.

(d) * Ten (10) percent for all hours worked after 2:00 a.m. when such employee is scheduled to work more than eleven (11) hours and until or beyond 4:00 a.m.

- 7. (a) Notwithstanding the provisions of this Memorandum, Bereavement Pay pursuant to Paragraph 218 (b) of the GM-UAW National Agreement will continue to be compensated on the basis of the amount of wages the employee otherwise would have earned during straight time hours subject to the applicable maximum of forty (40) hours or of twenty-four (24) hours, per eligible death. In situations where Bereavement Pay is appropriate and the employee is on the Alternative Work Schedule, the employee may take two (2), ten (10) hour days and one (1) day of four (4) hours and may work the remaining six (6) hours of the day.

(b) Jury Duty Pay and Short Term Military Pay will be compensated on the basis of the amount of wages the employee would have otherwise earned during straight time hours subject to a maximum of ten (10) hours per day.
- 8. For the purpose of administering the Vacation Time Off Procedure of the GM-UAW National Agreement for employees on Alternative Work Schedule, an employee may use his/her Vacation Entitlement in accordance with the provisions of the National Agreement with the understanding that employees will be credited as having used such allowances at the same rate as the amount of scheduled working hours that they do not work.
- 9. It is understood that implementation of the Alternative Work Schedule may impact the administration of the GM-UAW Benefit Plan Agreements. Therefore, the parties agree that, if necessary, applicable provisions associated with such benefit plans will be administered in a manner that does not increase the cost to the Corporation in comparison with the application of such benefit plans provision to employees who work a regular five (5) day, forty (40) hour work schedule. In addition, the same agreement shall apply in the administration of Worker's Compensation and Unemployment Compensation laws.
- 10. For the purpose of administering the provisions of the relief time, it is understood that the amount of relief time will be proportionately adjusted in such a way that there shall be no increase/decrease in the amount of relief time provided on a weekly basis in comparison to the regular five (5) day, eight (8) hour work schedule.
- 11. Issues that arise as a result of implementation of this Memorandum will initially be discussed at the Management/Shop Committee step of the grievance procedure. If such issues are not resolved, they shall be reduced to writing and presented at this step of the grievance procedure.
- 12. It is further understood the implementation of the Alternative Work Schedule provided for in this Memorandum will not result in any increase in representation being furnished.
- 13. The local parties, by mutual agreement, subject to the approval of the Corporation and the International Union, are specifically authorized on an ongoing basis to review, evaluate and effect other changes or modifications to National Agreement provision(s) necessary to facilitate successful implementation and maintenance of the Alternative Work Schedule provided for herein.
- 14. The parties will mutually support any necessary application for variance to existing Federal and/or State Laws to ensure that this Memorandum is in compliance with those laws.
- 15. Either party may elect to cancel this Memorandum by presentation of written notice to the other party. Therefore, this Memorandum will be void effective the first Monday following the 14th day subsequent to the receipt of such written notice.

**MEMORANDUM OF UNDERSTANDING
GENERAL MOTORS TECHNICAL CENTER
JULY 13, 2005**

FORMER SATURN PAINTERS

Former Saturn painters will be canvassed as to their preference to remain in General Assembly as an Assembler/Inspector or be reclassified as Painter – Product Engineering with a date of entry assigned to Design.

WELD TEMPLATES

The bargaining unit will be provided flattened panel drawings on paper and mylar.

ACCI/MILFORD ROUTES

The Driver Licensed Truck Tractor Trailer classification will perform the delivery of vehicles from GSB1 to the Milford Proving Ground and BIW bodies from CCO to the Milford Proving Ground. This is with the understanding that the delivery of non-PPO vehicles/sub assemblies etc. from other Tech Center buildings, i.e.: Engineering/Manufacturing, will continue to be performed by non-bargaining unit personnel. Additionally, all grievances referencing these issues are WWP.

Memorandum of Understanding Facilities Service Operator November 21, 2003
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It is agreed upon by the parties that the responsibilities listed below fall within the scope of the Facilities Service Operator classification. It is understood by the parties that this list may not be all-inclusive; however, amendments to this list of responsibilities may be changed based upon mutual agreement by the parties.

- Oiling/Lubricating by Hand, Machinery and Equipment
- Stripping and Sealing Surface Plates
- Scheduled Cleaning of Machinery and Equipment
- Moving their own Materials (In own building or buildings)
- Removing and Replacing Machine Coolants
- Stripping/Scarifying/Sealing of Floors (Pigmented Sealer, 2 Part Epoxy, etc.) (Excludes Parking Decks)
- Replacing Readily Accessible Process Air Filters/Dust Collectors
- Boxing of their Used Florescent Tubes
- All Conference Rooms/Auditorium and/or Classroom Set-Ups (Excludes Design Center property set-ups)
- Replacing Building HVAC Filters (VEC Only)
- Cleaning HVAC Coils (Steam Cleaning)
- Lamping and Spot Re-Lamping in Buildings already agreed to will remain intact with the exception of Tunnel, Explosion Proof and Lamps other than Florescent Lights above 12 feet
- Sanding w/ Buffers and Sealing of Wood Floors (Screen Pads at Design - Circular Only)
- Concrete Saw Cutting/Coring (Powertrain Only)
- Installing/Removing, Pictures, Dispensers and Signs Using Tape/Velcro (Interior) (Past Practice)
- Removal of Carpet (Past Practice or in Buildings where Appropriate Trade is Fully Utilized)
- Watering and Cleaning Batteries on Cleaning Equipment

Employees placed into the Facilities Service Operator classification after the ratification of the 2003 Local Agreement must meet the following prerequisites and health and safety training:

- Must have a valid Industrial Operator License
- Must pass a physical by the Medical Department without lifting restrictions
- Must have training in hazardous waste handling, fall hazard, asbestos awareness, bloodborne pathogen, confined space, lockout, powered industrial truck and any future training deemed appropriate

NOTE: Design North is included in the above agreement

Memorandum of Understanding Non-Trades Job Assignment November 20, 2003
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The purpose of this Memorandum is to outline certain job assignments to be performed by the Facilities Service Operator and Material Service Operator classifications. In this regard, the parties agreed the responsibilities are as outlined below.

- Cleaning of lobby vehicles will be performed by the Facilities Service Operator classification
- Conference room/auditorium/classroom set-ups with the exception of the Design Center property set-ups will be performed by the Facilities Service Operator classification
- All placement of vehicles in/out lobbies, auditoriums, etc. will be performed by the Material Service Operator classification.

**Memorandum of Understanding
Template Mule Builds
December 14, 2001**

The parties have discussed at length the bargaining unit's interest in supporting the vehicle development process. Included in those discussions was the Advanced Vehicle Integration activity currently performed by non-represented personnel located at the AVI Engineering facilities.

In line with those discussions, the template mule build for vehicle program's portion of work as currently performed by non-represented personnel of the Advance Vehicle Integration activity shall become UAW represented hourly rated bargaining unit work assigned to the GM Tech Center Local 160 Bargaining Unit subject to the following conditions:

- The subject work described above will be relocated to the GSB 1 Building located south of 12 Mile Road at the GM Tech Center.
- Employees will be job assigned from Body-In-White and General Assembly depending on the type of work to be performed.
- Employees that are so job assigned, will be dedicated throughout the template mule build (including any overtime hours required to meet program timing). Employees that are job assigned to template mule builds will vary from program to program dependent upon the resources and skills required.
- In order to successfully meet customer requirements, it will be acceptable for non-represented personnel (e.g. Engineers, Designers, etc.) to perform "hands-on" type work functions and work cooperatively with assigned bargaining unit employees. It is understood by the parties that this is for tryout and design development purposes.
- Employees assigned to template mule builds and non-represented personnel are empowered and expected to make process recommendations on part and subassembly issues, when engineering direction or design is not readily available. Additionally, employees will work closely with Engineering in the development of build instructions (that will be used in subsequent builds).
- The parties further understand that non-represented personnel (e.g. Engineers, Designers, etc) will continue to use Unigraphics to design, engineer and develop parts during the build.
- Finally, the parties understand and agree that singular vehicle builds (i.e. "one of a kind") or vehicles and subsystems built for engineering and/or developmental purposes in the AVI activity will continue to be performed by non-represented personnel.

**Memorandum of Understanding
Pre-Production Electronics Lab – Design
February 6, 2001**

The parties recognize that electronic and electrical applications are being incorporated rapidly into the fabrication of concept auto show vehicles and a variety of Marketing and Design property builds. In order to maximize the value of these applications for the entire Design and Engineering organization, offer the best service and options to our customers, train and maintain the required skills, and to effectively and efficiently utilize equipment associated with this work, the parties agree to the following:

1. Based upon the current anticipated applications for this technology and its immediate intended use, employees will be selected and assigned to the Electronics Lab within the Design Center Pre Production Metal Shop as follows: Openings will be filled from employees classified as Metal Model Maker - Design. Management will select bargaining unit employees consistent with its needs based upon a posting process. Where ability, merit and capacity are equal, the volunteer with the longest seniority will be given preference. Remaining in the Electronics Lab assignment is contingent upon the successful completion of the required training and demonstrating proficiency in performing the work and operating the equipment.
2. Employees assigned to the Electronics Lab will perform all tasks necessary to operate the lab equipment as well as any additional tasks associated with the Electronics Lab.
3. Employees assigned to the Electronics Lab will be considered a separate equalization group for the purposes of administering the provisions of Paragraph (71) of the National Agreement and the local Paragraph (71) Administrative Rules.
4. For purposes of shift preference, employees assigned to the Electronics Lab will be a separate group and seniority for shift preference purposes in said group will be considered upon the successful completion of the required training and a demonstrated proficiency to

operate the equipment is attained. Any issues relative to this matter will be promptly investigated and reviewed by Union and Management.

5. No change in an employee's classification or rate will occur as a result of an assignment to the Electronics Lab.
6. Reasonable effort will be made to return an employee to their home group upon verbal request in light of all attendant circumstances. In such cases, employees will be placed on the bottom of the Lab selection list for a one (1) year period. Employees returned to their group due to a decline in workload will be recalled to the Lab in line with their seniority, as openings become available prior to other employees on the Lab selection list.

It is understood between the parties that this agreement is applicable only at this location and has no precedent or reference value for any other GM location. Furthermore, the parties agree the Design Center Pre-Production Electronics Lab work content will be consistent with established Bargaining Unit work and does not change current practices regarding non-represented work.

Finally, the parties recognize that the cooperation of all affected parties toward the objective of expedient customer satisfaction is essential to the success of this endeavor. Accordingly, the parties agree that any problems which may arise as a result of this Agreement will be promptly discussed and resolved between Union and Management in order to assure that the Electronics Lab remains an effective and efficient center of technical expertise.

In the event unusual manpower resource problems arise, the appropriate Union and Management parties may mutually agree to populate Electronic Lab openings with other Local 160 Metal Model Makers or other Engineering trades employees.

**Memorandum of Understanding
Rapid Prototyping Lab – Design
January 25, 2000**

The parties recognize that the introduction of the product development technology commonly referred to as Rapid Prototyping has had a significant impact on developmental engineering work. The parties further recognize that within the Rapid Prototyping Lab, there are various technologies. In order to continue to effectively and efficiently utilize equipment associated with these various technologies, and to maximize its value to the entire engineering organization, the parties agree to a shared operational responsibility, as follows:

1. Based upon the current anticipated applications for this technology and its immediate intended use, employees will be job assigned and will be selected as follows: Openings at the Design Center will be filled from employees classified as Wood Model Maker (Design), Metal Model Maker (Design) and Molder – Production Engineering (Design). Management will select bargaining unit employees for the Rapid Prototyping Lab consistent with its needs. The selection of employees to fill these job assignments is based upon a posting process. Where ability, merit and capacity are equal, the volunteer with the longest seniority will be given preference. Remaining on the Rapid Prototyping assignment is contingent upon the successful completion of the training required and a demonstrated proficiency to operate the equipment.
2. Employees assigned to the Rapid Prototyping Lab will perform all tasks necessary to operate the equipment in said lab. In addition, said employees will perform all additional tasks associated with Rapid Prototyping output and processes.
3. Employees assigned to the Rapid Prototyping Lab will be considered a separate equalization group for the purpose of administering the provisions of Paragraph (71) of the National Agreement and the local Paragraph (71) Administrative Rules.
4. For purposes of shift preference, employees assigned to the Rapid Prototyping Lab will be a separate group and seniority for shift preference purposes in said group will be considered upon the successful completion of the training required and a demonstrated proficiency to operate the equipment is attained. Any issues relative to this matter will be promptly investigated and reviewed by Union and Management.
5. No change in an employee's classification or rate will occur as a result of an assignment to the Rapid Prototyping Lab.

It is understood between the parties that this agreement is applicable only at this location and has no precedent or reference value for any other GM location.

Finally, the parties recognize that the cooperation of all affected parties toward the objective of expedient customer satisfaction is essential to the success of this endeavor. Accordingly, the parties agree that any problems which may arise as a result of this Agreement will be promptly and thoroughly discussed in order to assure that the Rapid Prototyping Lab remains an effective and efficient center of technical expertise.

In the event unusual manpower resource problems arise, the appropriate parties may mutually agree to populate Rapid Prototype openings with other Local 160 Engineering trades employees from other on-site locations.

**1996 Memorandum of Understanding
Engineering/Manufacturing**

In conjunction with the combining of the Paragraph 71 Administrative Rules and Shift Preference groupings at the Engineering and Manufacturing Buildings, the parties hereby agree to the following:

- Non-trades Daily Overtime Agreement

Daily and/or emergency overtime in the Janitor Chip Handler and Senior Maintenance classifications will be equalized among the employees assigned to work in their respective classifications and buildings. Weekend and/or holiday overtime in the aforementioned classifications will be equalized across the NAO Headquarters, Aero Lab and Engineering/Manufacturing Buildings. In the event an employee attains exceptionally high hours as a result of this daily overtime agreement, the parties will jointly address and resolve the situation, (e.g. Replace one employee with another employee, etc.).

- Movement of Furniture, Computers, Transfer Cases, Materials, Etc.

The Stock Chaser classification will deliver and place lumber in racks.

The Stock Chaser classification will deliver items not requiring special rigging, to and from the dock, as well as a designated staging area. However, items not requiring staging, (e.g. small quantities, etc.) will continue to be delivered to and from the point of use.

The Senior Maintenance classification will deliver items between the designated staging area and the point of use, except as noted above.

The Senior Maintenance classification may package items to ensure safe movement.

- Preparation for Shipment at the Manufacturing Building, [e.g. shrink wrap, banding, palletizing, cardboard palletizing previously performed by the Millwright (including welding) classification] will be assigned to the Stock Chaser classification.

**General Motors Technical Center
Memorandum of Understanding
Site Wide Skilled Trades Dates
May 31, 1994**

In conjunction with 1993 GM-UAW Local 160 Negotiations, the parties have discussed the need to develop a common site wide method of recognizing skilled trades seniority dates. To accomplish this task, the parties agree that, for all skilled trades employees currently in the bargaining unit, an employee's earliest unbroken GM Tech Center skilled trades date of entry in their base classification shall, henceforth, be utilized as an employee's site wide skilled trades date in all pertinent Local Agreement and National Agreement matters.

**General Motors Technical Center
1993 Memorandum of Understanding
UAW/EDS Responsibilities**

During the 1993 Local Negotiations, the parties held numerous meetings relative to the historical delineation of work responsibilities between the Facilities Operation bargaining units and Electronic Data Systems, (EDS). The Union identified work responsibilities which they felt should have been performed by bargaining unit employees. Therefore, as a result of these meetings and in an attempt to establish a common sitewide policy pursuant to Document No. 113 of the National Agreement, the parties have entered into agreement regarding the following work responsibilities:

- The pulling of all cable media will be the responsibility of the UAW, except for the pulling of the cable necessary for telephonic application.
- The installation of all connectors at both ends of the cable media will be the responsibility of the UAW, except for the connectors necessary for telephonic application.
- The initial termination of the cable media at the communications closets, central nodes and computer rooms will be the responsibility of the UAW
- All the cabling interconnections required in the communications closets, central nodes and computer rooms will be the responsibility of non-represented employees.

**Memorandum of Understanding
General Motors Technical Center
August 16, 1993**

Memorandum of Understanding entered into this 16th day of August, 1993 between General Motors Corporation, hereinafter referred to as the Corporation, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union.

Whereas, the structure of the GM Technical Center in Warren, Michigan historically involved multiple Management staffs and the structure of UAW Local #160 consisted of eleven different bargaining units, and

Whereas, the Corporation has reorganized the former Technical Center Staffs under a new Management structure which consolidates the former Technical Staffs and other GM units into the General Motors Technical Center (hereinafter referred to as GM Tech Center), and

Whereas, an opportunity exists now to coordinate the Management and UAW structure to facilitate the accomplishment of joint objectives such as implementation of best common systems, synchronous work flow processing, level scheduling, increased capacity utilization, becoming more cost effective and reduced subcontracting, and

Whereas, the consolidation provides an opportunity to rationalize UAW represented functions at the GM Tech Center to focus on products and services as part of the Four Phase Vehicle Development Process which enhances competitiveness and provides the opportunity for bargaining unit work to be retained inside.

Whereas, the parties desire to provide a streamlined orderly structure to accommodate the UAW representation function to eliminate jurisdictional disputes within the Local #160 units,

Now, therefore, it is agreed that:

1. CONSOLIDATION

The eleven bargaining units of UAW Local #160 listed below are consolidated into one new bargaining unit to be known as the GM Tech Center.

Former bargaining units:

- Engineering Center
- Headquarters Engineering Shops
- Chevrolet Central Office
- Process Development Center
- Parts Fabrication
- Design Staff
- Research Laboratories
- Engineering Building
- Manufacturing Building
- Facilities Site Operations
- Inland Fisher Guide Division

All UAW represented hourly rated employees at the former eleven bargaining units shall henceforth be assigned to the new GM Tech Center bargaining unit with the full seniority the employee has on record together with the employee's complete employment history and records and rights to which the employee is or may thereafter become entitled under Supplemental Agreements, Exhibits "A", "B", "C", "D", "E", "F", "G" and "I" to the GM-UAW National Agreement dated September 17, 1990.

The new GM Tech Center bargaining unit shall consist of UAW represented hourly rated employees performing work historically performed in the former eleven bargaining units, pursuant to Certification Letters.

It is mutually understood between the parties that no layoffs will occur solely as the result of the consolidation of the former eleven bargaining units into one (1) unit. However, in accordance with the GM-UAW National Agreement, Management reserves the right to adjust the employment levels as business conditions dictate. Should this need arise, the new Shop Committee will be advised in advance.

2. NEW WORK

The work listed on Attachment A, which has historically been performed by non-represented salaried employees at the GM Tech Center, shall become UAW represented hourly rated bargaining unit work assigned to the GM Tech Center Bargaining Unit subject to the following conditions:

Current non-represented salaried employees will continue to perform the identified work, as in the past, as salaried employees until they leave the salaried workforce, transfer to another salaried position, or voluntarily elect to perform such duties as a represented hourly employee. In such event, their seniority will be negotiated by the local parties subject to approval by the National parties. Any necessary replacements in the future will be UAW represented bargaining unit employees.

3. WORK FUNCTIONS

In order to achieve operational effectiveness in the various functional areas within the GM Tech Center bargaining unit, work functions have been consolidated into four sections based upon common products and/or services as specified below:

Sections

- Prototype Center
- Powertrain Prototype Shops and Component Build Garages
- Facilities Operations
- Materials Management

Products and/or Services

- Prototype Center
All Engineering skilled trades and non-skilled work functions (other than maintenance, housekeeping, material handling, shipping and receiving, cribs and warehousing) presently performed by bargaining unit employees in the fabrication and assembly of pre-production vehicles, clinic and show cars, models, patterns, tooling aids, manufacturing process validation work, mockup, studio and lab support, plastic parts, stampings, sheet metal fabrication, and engineering vehicle garage support in the following buildings: Midsize Car Division Headquarters (MCD), Powertrain Engineering Building, Parts Fabrication, Design Center, Cadillac World Headquarters, (Process Development Center), 7000 Building, Engineering Building (Launch Center Mock-up) and General Storage Building #2.

All Engineering skilled trades and non-skilled work functions (other than maintenance, housekeeping, material handling, shipping and receiving, cribs and warehousing) presently performed by bargaining unit employees in the operation of machine shop equipment in the Research and Development Center; and presently performed by non-represented employees in the Engineering Building (Concept Machining Group) and Manufacturing Development "A" Building (Equipment Manufacture Machine Shop), as detailed in Attachment A.

All Engineering skilled trades and non-skilled work functions (other than maintenance, housekeeping, material handling, shipping and receiving, cribs and warehousing) presently performed by bargaining unit employees in the fabrication and assembly of Inland Fisher Guide components and seats in the following buildings: 6600 Building and 1401 Building.

- Powertrain Prototype Shops and Component Build Garages
All Engineering skilled trades and non-skilled work functions (other than maintenance, housekeeping, material handling, shipping and receiving, cribs and warehousing) presently performed by bargaining unit employees in the fabrication and assembly of prototype engines and related garage build activities in the Powertrain Engineering Building.
- Facilities Operations
All maintenance skilled trades and non-skilled work functions presently performed by bargaining unit employees in the maintenance and housekeeping of buildings, facilities and equipment at the GM Tech Center site including mechanical repair of maintenance vehicles.
- Materials Management
All Engineering non-skilled work functions (other than maintenance and housekeeping) presently performed by bargaining unit employees in the material handling, shipping and receiving, cribs and warehouse functions at the GM Tech Center Site.

All skilled trades and non-skilled work functions presently performed by bargaining unit employees in the non-engineering vehicle garages in the following buildings: MCD Headquarters, Powertrain Engineering Building, Chevrolet Central Office, Design Center, General Storage Building #2, Research and Development Center, Cadillac World Headquarters, and Site Operations.

Work Function Content

Each section needs to provide for the effective work practices necessary to ensure competitiveness and enhance opportunities to grow the business as established through a benchmarking process. Accordingly, each section will provide for the following objectives:

- product focus and product knowledge
- process expertise
- workforce stability
- workforce flexibility
- minimum classification structure
- qualified trained employees
- flexible and efficient work rules
- minimum lines of demarcation
- efficient overtime equalization practices
- minimum workforce turbulence and turnover
- flexibility for engineers/designers to do "hands on" work
- work allocation process (Prototype Center and Powertrain Prototype Shops and Component Build Garages)
- reduce subcontracting

In order to contractually address the above objectives the sections will define:

- Non-interchangeable Occupational (NIO) group structure
- Classifications and wage rates
- Work rules

- Lines of demarcation
- Equipment maintenance
- Overtime equalization practices/rules
- Shift preference provisions
- Transfer agreements
- Engineering/Designing “hands on” work rules
- Work allocation process (Prototype Center and Powertrain Prototype Shops and Component Build Garages)

4. COMMON SUPPORT FUNCTIONS

In order to achieve consistent application of Local and National Agreements administration and other support activities the following are examples (not intended to be all inclusive) of functions that will be administered on a single bargaining unit basis:

- Representation (including Apprentice, Benefit, Document 46, etc.)
- Grievance Procedure and Labor Relations
- Joint Programs Administration
- Quality Network
- Training and Skill Center
- Safety

5. WORK ALLOCATION PROCESS

In order to achieve the mutually desirable goals of increased capacity utilization, level scheduling, synchronous processing, increased productivity, use of resident core competencies, and optimum use of resources (manpower, skills, and investment), a work allocation system for the Prototype Center and Powertrain Prototype Shops and Garages is required. This work allocation system, hereinafter referred to as the “Funnel Process”, is based on the following philosophy:

- The “Funnel Process” is a collaborative effort of the defined stakeholders to optimize use of resident resources: tools, equipment, engineering, human resources and capital.
- The “Funnel Process” is not a UAW Local #160 process but a NAO/UAW process.
- The “Funnel Process” is not an expansion of contractual rights or obligations but a coordination of same over a community of units instead of on a unit by unit basis.
- The “Funnel Process” maintains synchronous processing with the engineering community, i.e., mock-up work for resident engineering programs.
- The “Funnel Process” helps administration of contractual provisions by retaining more work inside through improved capacity utilization of shop resources on a NAO wide basis instead of on a unit by unit basis.
- The “Funnel Process” is consistent with grow the business objectives, i.e. focusing on core products and services, reducing subcontracting and keeping employees gainfully employed while enhancing competitiveness.

Description of “Funnel Process”

The “Funnel Process” requires that for a given section the stakeholders periodically review (as required) predetermined products and services consistent with that functional area in order to allocate such products and services among the shops and resource facilities participating in the process, or outside shops if appropriate. The allocation process will be collaborative and will include input from stakeholders. Allocation decisions will be based on the following criteria:

“Funnel Process” Criteria

- work schedules
- quality
- cost
- delivery and timing requirements
- capacity utilization
- support requirements (including capital)

The “Funnel Process” stakeholders shall be the appropriate representatives for each section as defined below:

Vehicle Fabrication and Assembly Prototype Shops “Funnel Process” Stakeholders

- UAW
- NAO Prototype Shops
- NAO Technical Centers
- Labor Relations
- Midsize Car Division
- Lansing Automotive Division
- Cadillac Luxury Car Division
- North American Truck Platform
- Saturn Corporation
- Electric Vehicle
- Car and Truck Marketing Divisions as needed to represent:

Chevrolet, Pontiac, Buick, Oldsmobile, Cadillac, GMC Trucks, and Motor Sports activities.

Powertrain Prototype Shops and Component Build Garages - "Funnel Process" Stakeholders

- UAW
- Warren Powertrain Prototype Shop
- Flint Powertrain Prototype Shop
- Lansing Powertrain Prototype Shop
- Labor Relations
- Pontiac Powertrain Prototype Shop

6. REPRESENTATION

On the effective date of this Memorandum, the GM Department of the International Union will appoint from the new GM Tech Center bargaining unit a temporary shop committee consisting of a chairman and six (6) shop committee members (four of whom shall also serve as District Committeemen) for the purpose of negotiating the four (4) sections described in Section 4 herein, as well as other agreements and understandings that may be appropriate, and to represent the employees in the bargaining unit in accordance with the applicable provisions of the GM-UAW National Agreement.

The temporary committee is also empowered to represent the employees in the handling of grievances in accordance with this Memorandum and the GM-UAW National Agreement.

All prior local agreements, understandings, practices, and settlements which pertain to the respective eleven bargaining units at this time, will stay in effect until the expiration of the current local agreements, or extended by mutual agreement for the purpose of operating on a day to day basis until a new local agreement is ratified.

Based on current UAW represented hourly employee population, the parties are committed to redistrict Local #160 in accordance with Paragraph 10 of the 1990 National Agreement.

7. UNRESOLVED GRIEVANCES

All unresolved timely grievances filed under the National Agreement at the former eleven bargaining units will be handled as provided in the GM-UAW National Agreement by the appropriate representation of the new GM Tech Center bargaining unit as defined herein.

8. FORMER BARGAINING UNIT EMPLOYEE

A non-bargaining unit employee who has previously worked and acquired seniority in any of the former eleven bargaining units and, who currently has seniority protection upon return to such bargaining unit(s) and, who is subsequently transferred from a job outside the new bargaining unit directly to a job within the new unit, shall be treated as though his/her entire service has been in the new GM Tech Center bargaining unit.

9. EFFECTIVE DATE

The effective date of this Memorandum is August 16, 1993.

This Memorandum shall not form the basis for any claim of liability from employees or the union as it relates to issues which may be open or unresolved prior to its effective date.

It is understood by the parties that this memo is not intended to be all encompassing, but rather will establish the framework for a new local agreement.

The signing of the Memorandum of Understanding does not prejudice the position of the Corporation of the Union or establish a precedent in future situations.

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

**INTERNATIONAL UNION,
UAW**

Bill Reno
Jerry Brady

**GENERAL MOTORS
CORPORATION**

Gerald Winter

ATTACHMENT A

BUILDING	DEPARTMENT	WORK	AFFECTED ACTIVITIES	# OF EMPLOYEES
Engr. Bldg.	Launch Center Mock-up	Fabrication of cardboard, foam, wood, plastic and metal mock-up vehicle parts from 2D design information to 3D full	Mock-up/ Experimental Build	12 salaried 7 contract

2011 Demand #01:

Stationary engineers be able to use an acetylene torch.

Answer:

This issue is resolved on the basis that employees classified as Stationary Engineer – Powerhouse will be able to utilize an acetylene torch for infrequent minor jobs.

2011 Demand #14:

Install exhaust system / fan in the steam plant basement to remove excessive heat that exist in the spring, summer and fall.

Answer:

Management recognizes the Union's concerns relative to climate control in the Steam Plant basement. Accordingly Management agrees to conduct an engineering study to evaluate the Union's request and jointly work to a resolution.

2011 Demand #20:

All PPO Model Makers be given VIC Mock-up / Product Vision training and ID's. Management also to provide VIC mock-up / Product Vision walk up stations. Also 10 % of the Model Makers to be trained in unigraphics / NX .

Answer:

Management recognizes the importance of providing its employees with the appropriate information and training to effectively perform their jobs. To this end it is the goal of both parties to have a well trained workforce. Therefore this demand is considered settled on the basis that after the ratification of the 2011 Local Agreement, Management and the Union will select a joint committee to develop a plan to accomplish the Introduction to Visualization (TCVIS Mockup) training.

2011 Demand #23:

All equipment will be maintained and repaired in a timely manner.

Answer:

The parties have discussed at length the issues surrounding the maintenance of equipment on the Warren Campus site. Both parties recognize that properly operating equipment is essential if they are to provide their customers with a product that is world class in cost, quality, and in a timely manner. In line with these discussions, Management is committed to provide the resources necessary to produce products that exceed our customer expectations.

2011 Demand #25:

Hands on agreement to be re-written to include "hand on with a tradesmen present".

Answer:

During these negotiations, the Union has expressed concerns over non-represented unit personnel performing "hands-on" engineering in the Mock Up facility. The Union specifically mentioned the rebuilding of competitor vehicles after teardown.

Management recognizes the Union's concerns relative to properly and safely rebuilding a competitor vehicle after teardown. Accordingly Management agrees to work with the Union to ensure competitor vehicles are safely and properly rebuilt after teardown.

2003 Demand #:

7 Populate all Classifications Trades and non-Trades to SEL Agreement.

52 The following activities fall within the scope of the bargaining unit:

- A) Clay Milling
- B) Performance Division
- C) Dyno's (with the exception of engine test)
- D) VABA
- E) Shuttle busses driving and maintenance
- F) Test labs and Roll test
- G) STG Garage and QEK
- H) Portfolio/Innovations/Stage 3
- I) Data Acquisition/all
- J) Studio Coordinator, Liaisons
- K) Replacement of Reliable with our trucking
- L) Advance vehicle integration (Template Fixture Group)
- M) Camo (Trimmers)
- N) Auto Form
- P) Store Keeper

53E Modify the following Memo:

Pre-Production Issues and Demands

Answer:
NEW WORK:

The bargaining unit will be responsible to perform 'Full Trim Saw Cut' work in support of the Vehicle Assessment and Benchmarking Activity (VABA). This work consists of saw cutting competitive vehicles at various locations and creating typical sections for engineering analysis.

The parties discussed the role of the Dynamic Vehicle Test (DVT) operations at the Warren Validation Center (WVC) and , while recognizing the DVT booth is used to run both diagnostics on vehicles built in the WVC operations, it has also been used by engineers to perform diagnostic work on other vehicles. The parties agree to assign a bargaining unit person to assist with operations in the booth during periods of time in which engineers are working on vehicles.

The parties discussed the potential use of the Autoform system within the Parts Fabrication operation. To date, Autoform has been used as a tool to help in die processing and engineering. This work has been and continues to be outside the scope of the bargaining unit. In its current application, the use of Autoform is limited to a small percent of the jobs.

However, the Union's concern is that there could be developments in the future that could modify the process to the extent that the output of Autoform may be machinable addendum and binder surfaces suitable to be directly submitted for cutter path generation, thus eliminating the need for additional computer surfacing operations.

Therefore, the parties agree to pilot a process whereby bargaining unit employees will be engaged in the use of Autoform providing assistance in support of Management's Die Engineering function. It is agreed that this involvement is in addition to, and in support of Management's responsibility and execution of the Die Engineering activity and is on a 'pull' basis, such as during periods of high die engineering work load, etc.

In the event that Autoform evolves to the point where it outputs surfaces directly into a cutter path program and thereby affects die surfacing operations currently done in the 'CAM' room, the parties will review those changes and the overall impact on the bargaining unit.

Management will assign the template mule build for vehicle program's portion of work to the bargaining unit as previously discussed.

2003 Demand #23:

If the Christmas Holiday period falls within 2 separate weeks, ask for weeks separately.

Answer:

The parties held discussion regarding the subject of scheduling employees to work during the Christmas holiday period. In this regard, the parties agree that the Christmas holiday period will be treated as two (2) separate work weeks. The parties recognize that, on a limited basis, circumstances may arise resulting in the need to deviate from this agreement. It is Management's intent to discuss any such deviations with the Union as far in advance as practicable. It is understood by the parties that to effectuate this agreement, the subject of scheduling employees to work during the Christmas holiday period will be a matter of discussion between the parties at a Management – Shop Committee meeting each December.

2003 Demand #24:

Employees can cease functioning as a part of a specialty trained group (Machine Corner, UG, Lasers, etc.) within an NIO with no continued charging of hours provided the following three conditions exist. 1) Another employee wants to be trained within that specialty group. 2) Employee cannot return to a specialty group until all employees within the NIO have had an opportunity to be trained within that group. 3) Employee cannot claim work O.T. in that specialty group in the future.

Answer:

The parties discussed at length the need to provide our customers with a product that is world class in cost and quality, thereby increasing the job security of all concerned. Along these lines, both parties recognize the importance of providing employees the opportunity to receive training in specialty areas and the need to retain employee skill sets in specialty areas. The parties further recognize that there may be instances in which employee(s) request to be reassigned from specialty areas. In consideration of these specific concerns as well as the parties mutual recognition that a high level of quality and operational efficiency are required, the parties agree that in Pre-Production Operations, those employees assigned to work in areas that require specialized training will be reassigned to other areas upon request provided:

1. Another employee within the non-interchangeable occupational group has received the appropriate training and is capable of doing the job in the specialty area before allowing the requesting employee to be reassigned.
2. Employees reassigned from a specialty area will be prohibited from returning to that specialty area until all other interested employees in their group have been afforded the opportunity to be trained in that specialty area.
3. Employees that are reassigned from a specialty area will not be charged for overtime hours associated with their former specialty area nor have any claim to such overtime hours.

2003 DEMAND #:

- 27** Low Man Rule: Low person on the O.T. list is asked first unless absent.
28 Two (2) starting times on O.T.
53G Modify the following Memo: Policy on Shift schedule adjustment
81 Remove revolving doors and return to the honor system.

Answer:

These demands are satisfactorily settled on the basis of the Shift Schedule Adjustment policy as stated below:

GM Tech Center
Policy Regarding Personal Requests for Shift Schedule Adjustment

In the interest of providing GM Tech Center Bargaining Unit employees with an opportunity to meet their commitment to General Motors to work a "normal 40-hour work week" while giving consideration to personal needs, and in the interest of providing opportunity for flexibility in shift hours, the following guidelines will be implemented. The operation of these guidelines will be reviewed periodically and Management reserves the right of cancellation or modification to be made if or as required.

- These guidelines apply to all Bargaining Unit employees regardless of shift.
- Employees will be expected to work a "normal" 40-hour week", consisting of 5-days, Monday through Friday, although not necessarily 8-hours duration on any given day.
- Employees may make a request for an individual shift adjustment on a form to be provided. The request should be submitted to the appropriate Supervisor the week prior to the requested adjustment for approval except for infrequent emergencies on a case by case basis.
- Adjustments will be requested in increments of 1 hour, up to 4 hours. Adjustments will apply to a maximum of two (2) overtime hours.
- Any documentation required by the Supervisor in evaluating the request will be supplied to the Supervisor BEFORE the request is approved.
- Any make-up of time will be accomplished in a minimum of 1 hour increments during the SAME PAYROLL WEEK, Monday through Friday, with no shift to exceed 12 hours for any reason. An employee requesting a shift adjustment on Friday will have to make the time up in advance.
- The make-up arrangement will be determined by the Supervisor, based on operations considerations. Arrangements will not be approved which would require extension of Supervisors hours, support personnel hours, or other actions not in the best interests of the department and efficiency of operations.
- Bargaining Unit personnel requesting a time change will be required to waive any provisions of the National and/or Local Agreements which would result in excess shift or overtime premium payments and the like.

Maintenance of efficiency, scheduling of shifts, distribution of manpower and maintenance of discipline are Management's prerogatives under Paragraph (8) of the National Agreement. Any questions arising out of this policy established by Management will NOT be the subject of the Grievance Procedure. As indicated previously, Management reserves the right to cancel or modify this policy at any time on notice to the Union and employees orally, by letter or posting or other general means of communication. In the event this should become necessary, Management will meet with the Union to discuss the specific problems and their resolution prior to finalizing any decision.

2003 Demand #45:

No running vehicle (gas/propane) in buildings.

Answer:

The parties held considerable discussion regarding the Union's concerns relative to this issue. Both Management and the Union are committed to provide a healthy and safe working environment for all employees. In this regard, Management will continue to require outside contractors to abide by the General Motors Corporation Construction General Conditions.

2003 Demand #53H:

Modify the following Memo: Policy on Shut Down Process.

Answer:

Through the course of 2003 Local Negotiations, the parties discussed the annual Summer Shutdown Period at length. In the interest of promoting common practices at the GM Tech Center, the following guidelines will be followed site wide in scheduling employees to work in so far as practicable:

1. Excluding employees who have approved vacation applications on file, the canvassing for work will generally be among employees capable of performing the work within a shift preference group by seniority. Lacking sufficient volunteers, the least seniority employees capable of performing the work, excluding employees who have approved vacation applications on file, will be forced to work within shift preference groups. It is recognized that this may result in employees being assigned to a different shift than that to which they are normally assigned. Any deviations will be handled on an individual basis.
2. Overtime will be offered by the Paragraph (71) Administrative Rules among those employees scheduled to work during this period. Exceptions will be addressed in accordance with Paragraph 2 of the Paragraph (71) Administrative Rules.
3. These guidelines are subject to modification, if necessary, to remain consistent with guidelines established by the Corporation.

In addition, unique circumstances brought to the parties' attention will be promptly discussed.

2003 Demand #86:

24 hour rule on Discipline.

Answer:

During these negotiations, the parties had lengthy discussions regarding placing employees on notice of possible disciplinary action. The Union asserted that Management was repeatedly placing employees on notice for undue periods of time. Management responded that in most instances, the placement of employees on notice of possible disciplinary action and subsequent discipline, if any, should be accomplished without any undue delay unless there are circumstances that require Management to engage in a more extensive investigation in order to ensure a fair decision based upon all of the facts. On those occasions where an unusual delay exists, Management will notify Labor Relations and the Chairperson of the Shop Committee.

2003 Demand #97:

Holiday displays will fall within the scope of the bargaining unit.

Answer:

This demand is settled on the basis that the current practice will remain in effect.

2003 Issue #11:

Exit a portion of the Bargaining Unit's involvement in preparation of vehicles for testing in the Powertrain building.

Answer:

The parties have discussed the agreement reached in the Memorandum of Understanding dated April 7, 1999, which transferred the responsibility of pre-test vehicle and sub system preparation work to employees classified as "Metal Model Maker" in General Assembly. Management and the Union both recognize the need to increase the overall effectiveness and reduce the total operating costs associated with the vehicle testing process. In this regard, following the bargaining unit's completion of pre-test vehicle and sub system preparation work and shipment to the Powertrain building from GSB-1 or in those instances wherein a vehicle or test property is shipped directly to Powertrain, any subsequent incidental prep work will be the responsibility of employees classified "Assembler/Inspector" located in the Powertrain building.

2003 Issue #13:

Exit Modularity Agreement.

Answer:

Following the implementation of the UAW Local 160/General Motors Modular Assembly process described in the December 2001 settlement, the parties have discussed the difficulties of maintaining a workable process. To date, the process has generated large quantities of administrative work while very little modular work has actually been secured for the bargaining unit, creating a highly inefficient process.

In settlement of this issue, the parties agree to track the amount of modular work impacting the Warren Validation Center in place of the current process. This work will be reviewed annually in order to monitor the overall trends in the use of modular assemblies in the prototype operations.

During periods where less than 40 hours of work is available, Management will pursue modular assemblies utilizing the modularity process established in the December 14, 2001 Agreement.

1999 Demand #56:

Management provide sun block for all Bargaining Unit employees that must work outside for any period of time.

Answer:

Management will provide sun block to employees with a job assignment that requires them to be outside most of the day.

1999 Demand #:

- 57. Demand that immediate egress on all exit doors with no delay be provided. All door emergency egress control systems shall operate in a manner which physically "breaks" the electrical wiring circuit which powers the electro-magnetic lock device. All SVEH Systems must comply with NFPA #101, 72.
- 58. Eliminate all card readers for egress purposes.
- 93. No turnstiles at any location.

Answer:

These demands are satisfactorily settled on the basis that the turnstiles at Powertrain and south of 12 Mile will "free wheel" at the end of the shift for exiting only and the delay when reusing the Powertrain turnstiles for exiting purposes will be eliminated.

1999 Demand #70:

All high-pressure steam and condensate returns belong to Site Operations Pipefitter NIO Group.

Answer:

This demand is resolved on the basis that Site Operations Pipefitter's work functions relative to high pressure steam and condensate returns is defined in the following manner:

- All high pressure steam to the first pressure shut off valve in the building after the pressure reducing station.
- Condensation return from the first valve of the last receiver (tank) and liquid mover (pump).

In this regard, work responsibilities between Site Operations and the respective building Facilities employees will be clearly delineated. Additionally, any problems encountered relative to the aforementioned definition will be resolved by the Zone Committeeperson and the Building Manager.

1999 Demand #104:

Training on repairs and repair manuals to be provided to all appropriate repair and maintenance Bargaining Unit employees on all GM owned, leased and rented vehicles and equipment. To include technical, electrical and parts manuals.

Answer:

Through the course of 1999 Local Negotiations, lengthy discussions were held concerning the importance of up-to-date information as it relates to the bargaining unit's ability to perform their work. In settlement of this demand, Management will supply, where available, those manuals necessary for the bargaining unit to complete their work in an efficient manner. In regard to the issue of repair work on GM owned/leased/rented equipment, the parties recognize that the history and circumstances vary from building to building. In this regard, Management recognizes that in those buildings which have a history of performing repair or maintenance on GM owned/leased equipment, the appropriate provisions of the subcontracting section of the National Agreement will be applicable.

1999 Demand #105:

Commonize, replace or repair and add Union Boards and Electronic Boards in all buildings.

Answer:

The parties reviewed the Union's concern in regards to this demand. As a result, Management agreed to repair and/or replace Union bulletin boards as it deems necessary, and to commonize the locks as far as practicable.

1999 Demand #129:

Two (2) Stock Chasers assigned full time at S.T.G. Building.

Answer:

This demand is settled on the basis that the appropriate Materials bargaining unit manpower will perform historical Stock Chaser work in support of the STG building.

1999 Demand #149:

Chairman/Zones supplied with the overtime numbers working each week by Classification every Thursday.

Answer:

This demand is settled on the basis that the current practice related to the issue in this demand will continue.

1999 Demand #180:

The salary melter's job be folded in with the Molder classification and all employees be trained in all aspects of all jobs.

Answer:

Following discussion of the issue contained in this demand, the parties agree that employees classified "Molder Experimental" may perform melting work associated with prototype work on a non-traditional basis.

1999 Issue #22:

Incidental use of all tools used by Shipping/Receiving personnel for material handling purposes.

Answer:

The parties agreed that the Material Service Operator may use any tools necessary in the normal performance of their Shipping/Receiving responsibilities.

1999 Issue #41:

Modify the existing work responsibilities for the Painter & Glazier classification.

Answer:

The following three (3) work responsibilities will fall within the scope of the Painter & Glazier classification.

- Glass replacement – interior
- Wallpaper – removal and installation
- Caulking – interior/exterior

Additionally, Management will staff the second shift in line with the needs of the business and the current practice as it relates to exterior glass replacement will continue.

1999 Issue #44:

Modify the existing work responsibilities for the Stationary Engineer - Powerhouse classification.

Answer:

The following work responsibility will fall within the scope of the Stationary Engineer - Powerhouse classification:

Additionally, it is understood by the parties that 1996 Demand 120 and 186 is applicable to the two (2) boilers at the Climatic Wind Tunnel.

1996 Demand #15:

All Promotional Activities and all Exhibits to be set up, maintained, assembled, disassembled, etc., by Local 160 Bargaining Unit Employees anywhere on site.

Answer:

During discussion of this demand, Management stated that the GM Technical Center site is often used to host a wide variety of activities and events. Some of these events are related to General Motors Corporate activity while others are in support of community efforts, employees' leisure events or other non-General Motors activities. Under current operating procedures, it is Management's policy that outside building events are coordinated through the Site Operations Strategic Planning Activity to ensure compliance with appropriate site standards and work guidelines. Bargaining unit employees have historically been assigned to provide support to some of these activities in the past. Therefore, it is Management's intent to continue to assign bargaining unit employees to perform such work.

1996 Demand #16:

All "Training and Classes" to be offered without loss of rate.

Answer:

During the course of discussion on this issue, Management assured the Union that it does not intend to reduce the wage rate of permanent leaders when they attend jointly approved training programs, nor to deviate from the provisions of the 1996 GM-UAW National Agreement regarding the payment of overtime pay. In this regard, Management will continue its practice of allowing employees who so desire, to contact their supervisor to arrange to return to the plant to work available overtime if they would have otherwise been scheduled to work.

In addition, Management agreed to pay off-shift employees their respective shift premium for jointly approved training conducted on other than their regular shift if such training is for a duration of thirty (30) days or less.

Management also agreed to continue to reimburse employees for appropriate mileage costs, per current Corporate accounting procedures, when authorized utilization of the employee's personal car to attend off-site training is necessary.

1996 Demand #35:

Management to pay for past, present and future pagers for all UAW Representatives and all Alternates. Current pagers to be upgraded.

Answer:

This demand is settled on the basis that upon completion of these negotiations, Management agrees to supply pagers to elected Alternate District Committeepersons.

1996 Demand #40:

All "Truck Repair" and maintenance be performed by Bargaining Unit employees.

Answer:

In line with current practices, GM Technical Center Facilities vehicles (trucks), that are appropriate to the bargaining unit, will continue to be serviced by the respective trades classifications.

1996 Demand #49:

All work performed by "Aero Lab Technicians" to become Local 160 Bargaining Unit work.

Answer:

During the 1996 Local Negotiations, the parties held extensive discussion regarding the propriety of work assignments associated with the GM Aerodynamics Laboratory. The parties recognized that various responsibilities at the Aero Lab are performed by represented and non-represented employees respectively. In this regard, Management assured the Union it will continue to assign bargaining unit work in accordance with existing local agreements and understandings. Further, and under current operating conditions, the Design Center will continue to provide appropriate model maker support as outlined in the 1990 Design Center/Aero Lab Agreement while the Engineering Building will continue to provide Materials and Facilities bargaining unit support.

1996 Demand #68:

Management to issue two (2) car passes (Site Access) and no sheet be signed and no replacement fee.

Answer:

During the course of these negotiations, the parties discussed at great length the Corporation's policy regarding the use of site entry tags for the purpose of securing the worksite. As such, Management will continue the current practice of issuing one tag per employee. However, in the event an employee's site entry tag is lost or stolen, a new tag will be issued at a cost of \$5.00 to the employee for the first occurrence. Any subsequent replacement of lost or stolen site tags will result in a charge of \$10.00 to the employee. However, tags damaged due to normal wear can be turned in for a replacement free of charge to the employee.

1996 Demand #:

101. Negotiate Voice Mail for all Communication Centers, Document 46 Representatives and Local Appointees.

116. Voice Mail be provided for all individuals with offices at the Skill Center.

Answer:

The parties held considerable discussion regarding the Union's concerns relative to this issue. In settlement of this demand, Management agrees, that within sixty (60) days following notification of ratification of the 1996 Local Agreement, it will provide voice message retrieving devices as determined per the discussion on this issue.

1996 Demand #119:

Return all historical work stolen by Qual-Effic, EDS, Lason, Proving Grounds, Trakon, etc.

Answer:

Portfolio Engineering Center

The Portfolio Engineering Activity has historically been supported by non-represented employees performing work for development and/or integration modifications for engineering purposes (e.g. configuration bucks, vacuum forming, patterns, models, etc.) It is Management's intent to continue to rely on the services of this group to support the Portfolio Engineering Center. However, Management assures the Union that the fabrication and re-work of various properties and seating bucks made in support of Design Center Studios, where the purpose of such work is for aesthetics, will be performed by bargaining unit employees.

1996 Demand #:

120. That Management stop cross assigning the Stationary Engineer, Operators and Repair people at the Powerhouse.

186. SEPARATE NIO STRUCTURE OF STATIONARY ENGINEERS AT STEAM PLANT.

Answer:

- The Stationary Engineer Powerhouse classification will be responsible for the GM Technical Center boiler systems including the controls, gas valves, non-return valves and other supporting auxiliary systems. This will include the 7000 building, Management Development Center, Mound Road Gatehouse and Worldwide Purchasing buildings.
- Beginning with the effective date of the 1996 Local Agreement, all employees placed in the Stationary Engineer Powerhouse classification will be required to obtain and maintain a boiler operators' license.
- During the term of the 1996 Local Agreement, Management will place 1 (one) apprentice into the Stationary Engineer Powerhouse classification.

1996 Demand #128:

Demand that all Maintenance work being done by Salary Techs at Engineering Building be performed by the Bargaining Unit Employees.

Answer:

The parties discussed the work responsibilities associated with the Facilities Operation at the Dynamometer Labs in the Engineering Building at great length. The parties recognize the historical work delineations between the represented and non-represented employees as outlined in the 1990 Engineering Building Local Agreement. Such delineations have been utilized since their inception in 1984 as guidelines for appropriate job assignments. However, during these negotiations, the Union raised several issues of concern regarding specific work tasks associated with the aforementioned agreement. Therefore, in response to the Union's concerns and in complete settlement of the work delineations between the represented and non-represented groups, the parties agree to the following Facilities work issues in the Engineering Building Dyno Lab.

The represented employees will be responsible for:

- The wiring of the 480 volt main feed to the line side of the final termination point
- Permanent piping of the chillers from the main water source to the termination point in the test cell
- The repair and maintenance of portable floor fans
- The final banding and shrink wrap for shipment through the Engineering Building dock

1996 Demand #136:

All work with the exception of telephonic application be Bargaining Unit work relative to EDS or any successor thereto.

Answer:

The UAW/EDS work delineations at the GM Technical Center will continue in effect as outlined in the 1993 Local Agreement and Document 113 of the 1996 GM-UAW National Agreement. In addition, the attached chart has been agreed upon by the parties.

PC / EQUIPMENT MOVEMENT PRACTICES BY AREA					
TYPE OF MOVE	DES	PF	MC	ENGR CTR	R&D
Dock to Marshalling area	UAW	UAW	UAW	UAW	UAW
Marshalling Area to Dock	UAW	UAW	UAW	UAW	UAW
Office Relocation Internal to Building	UAW	UAW	UAW	UAW	UAW
Movement from Marshalling Area to Installation Point (New or Replacement Units)	UAW	UAW	UAW	UAW	UAW
Movement of in process Work Within Building	EDS	EDS	EDS	EDS	EDS
Tech Center Relocation Between Buildings	UAW	UAW	UAW	UAW	UAW

PC / EQUIPMENT MOVEMENT PRACTICES BY AREA						
TYPE OF MOVE	SO	7000	CCO	CAD	MCD	PT
Dock to Marshalling area	UAW	UAW	UAW	UAW	UAW	UAW
Marshalling Area to Dock	UAW	UAW	UAW	UAW	UAW	UAW
Office Relocation Internal to Building	UAW	UAW	UAW	UAW	UAW	UAW
Movement from Marshalling Area to Installation Point (New or Replacement Units)	UAW	UAW	UAW	UAW	UAW	UAW
Movement of in process Work Within Building	EDS	EDS	EDS	EDS	EDS	EDS
Tech Center Relocation Between Buildings	UAW	UAW	UAW	UAW	UAW	UAW

1996 Demand #169:

Site Wide Seniority List by trade, openly displayed within the buildings.

Answer:

Management will continue publishing seniority lists in accordance with Paragraphs (60) and (60a) of the 1996 GM-UAW National Agreement. In addition, once per year Management will publish a report that demonstrates employees' site wide seniority within their respective classifications.

1996 Demand #:

170. Management live up to Consolidation Agreement and Funnel process. (One Funnel)

171. Funnel provide documentation on production source, sub assembled parts and functions normally and historically performed by Bargaining Unit. Additionally, that all sub assemblies, functions, etc. be fragmented in order to cease black boxing.

Answer:

In response to the Union's specific concern regarding the need to formalize the communication process as it pertains to potential secondary sources, Management stated it would incorporate a record of contact made with applicable secondary sources on the Work Allocation Notification form.

1996 Demand #211:

Any day rating will be done pursuant to Paragraph 63. (Other-Than-Skilled)

Answer:

When Management determines it is necessary to temporarily upgrade non-trades employees, Management will consider selecting employees by shift, within a given area. Where the employees' ability, merit and capacity are equal, the employee with the longest seniority will be given preference.

1996 Demand #227:

All employees will be offered the Hepatitis "B" vaccine upon request.

Answer:

The issues related to this demand have been discussed at considerable length. Based on this discussion, and in full resolution of this demand, Management will continue to offer the Hepatitis B vaccine in accordance with the guidelines of the 1996 GM-UAW Bloodborne Pathogen Exposure Control Plan to those employees who are at risk due to an occupational exposure to bloodborne pathogens, including employees assigned to the Pipefitter/Plumber classification. If an employee refuses the Hepatitis B vaccine, a declination form must be signed and maintained in the Medical Department records.

1996 Demand #228:

Provide voluntary Hepatitis "C" testing and treatment upon request. In the event of an exposure or where an employee is tested "positive" for any strain of Hepatitis, employees will be provided with confidential medical evaluation, counseling, treatment and follow-up at no cost to the employee.

Answer:

The parties held discussion regarding the inherent dangers associated with the Hepatitis C viral infection. In the event of an occupational exposure incident, a confidential medical evaluation will be made available to employees in accordance with the 1996 GM-UAW Bloodborne Pathogen Exposure Control Plan.

1996 Issue #18:

Eliminate the requirement to have a Wood Model Maker assigned to Exhibit Studio at Design.

Answer:

This issue is resolved on the basis that employees classified as Wood or Metal Model Maker will continue to perform their historical work in support of the Exhibit Studio. In this regard, appropriate bargaining unit personnel will be assigned to perform such work, as needed, in line with the needs of the business. Design Center Management will be advised regarding what comprises historical bargaining unit work relative to the Exhibit Studio.

1996 Issue #21:

Painter-Product Engineering to be allowed to perform work in the substrate surface of a property at Design.

Answer:

The parties discussed the issues surrounding the job responsibilities of employees classified as Wood Model Makers, Metal Model Makers and Painter-Product Engineering at the Design Center. The parties are aware there are instances when vehicles are in need of additional preparation by employees classified as Painter-Product Engineering in order to complete his/her job and insure a quality product. After the Wood and/or Metal Shop has completed their job assignment on a clinic, show or specialty vehicle property, employees classified as Painter Product Engineering will

be able to add or delete filler for minor repair in the base surface and perform any finishing as required. In regard to this issue, employees classified as Metal Model Maker and Wood Model Maker will be offered appropriate training specific to their trade.

1996 Issue #44:

Transfer the maintenance and industrial cleaning responsibility of the CCO Cooling Tower from the CCO/Cadillac buildings to Site Operations.

Answer:

The parties agree to transfer the maintenance of the CCO Cooling Tower to the Stationary Engineer Powerhouse classification while the cleaning of the CCO Cooling Tower will be the responsibility of the appropriate Site Operations classification.

1996 Issue #49:

Transfer the Thermal Wind Tunnel maintenance and industrial cleaning responsibility from Site Operations to the Research and Development Center.

Answer:

As discussed between the parties, bargaining unit work responsibilities associated with the Thermal Wind Tunnel will continue to be assigned to Site Operations.

1996 Issue #57:

Modify the existing work responsibilities of the Pipefitter/Plumber classification.

Answer:

Current employees assigned to the Pipefitter/Plumber classification will continue to weld pipe in their respective buildings as in the past. Beginning with the effective date of the 1996 Local Agreement, all employees placed in the Pipefitter/Plumber classification will be trained and will perform pipe welding in their assigned buildings.

1996 Issue #58:

Modify the existing work responsibilities of the Mason classification.

Answer:

The parties recognize that hole coring may be performed by the respective classification incidental to a primary task.

1993 Demand #14:

Management will establish a procedure for employees who call in to report late, absent, or for vacation.

Answer:

Management advised the Union that a consistent site-wide procedure will be established for employees when they call in to report a tardiness or absence. It is Management's intent, under current operating conditions, to implement the automated telephone absence and tardiness reporting procedure that is currently under development by the Corporation. This system is anticipated to be an enhanced version of the one which was formerly used by the Saginaw Division and which was reviewed in detail with the Local #160 Shop Committee during 1993 Local Negotiations.

With respect to the vacation issue, Management will continue to abide by the applicable provisions of the UAW-GM National Agreement. Also, under current operating conditions, it is Management's intent to implement the policy presently utilized at some GM Technical Center locations, on a site-wide basis. This policy permits daily vacations, provided employees obtain prior approval from their supervisor for the vacation day that is being requested.

Management recognizes there are times when an unexpected, serious and urgent situation occurs that requires immediate action. In such an emergency, an employee may request vacation on the day of the absence by talking directly to his/her supervisor during the first hour of the employee's scheduled shift. It is understood, however, that all vacation entitlement is subject to approval by the immediate supervisor and would take into account such factors as the employee's attendance record, job assignment and other attendant circumstances.

1993 Demand #16:

All "Tools and Tool Boxes", to be supplied by Management.

Answer:

The parties have discussed the Union's concerns relative to supplying journeyman/woman with the necessary tools to perform their work. Management stated that, in most cases, journeyman/woman are expected to supply their own personal tools. Management will continue to provide certain tools normally provided to journeyman/woman through a tool check procedure. In addition, Management will assign adequate tool benches or tool boxes to newly hired journeyman/woman as the need dictates.

1993 Demand #17:

Management to replace "ALL Tools", broken, stolen or worn during working hours.

Answer:

Management recognizes that during the course of normal use, a tool may break or become excessively worn to the point it becomes non-usable. When this occurs, Management agrees to replace such broken or worn tools based upon approval of the employee's supervisor.

1993 Demand #48:

All employees will be allowed to wear shorts where applicable.

Answer:

All current and past practices at each location will stay in full force and effect.

1993 Demand #55:

Employees injured on the job that does not require hospital stay, but needs medical attention beyond his/her shift, will be compensated for all scheduled time at premium pay.

Answer:

It is Management's policy to pay employees injured on the job for time spent in the Medical Department or other facility for treatment and/or consultation provided the employee returns to work prior to the end of his/her scheduled shift.

Employees unable to resume work due to their injury or time limitations will be compensated to the end of their regularly scheduled shift, including any overtime hours previously scheduled on the day in question.

1993 Demand #56:

All Tech Center Signs will include the UAW Logo.

Answer:

This demand is settled on the basis that Management will include the UAW logo on two (2) General Motors Technical Center signs located on the corners of 12 Mile/Van Dyke and 12 Mile/Mound.

1993 Demand #58:

Install a UAW Flag at the Tech Center Site by bargaining unit employees.

Answer:

During these negotiations, the Union expressed a desire for recognition of its membership via displaying a UAW flag at the Tech Center. This demand is satisfactorily resolved on the basis that the Union will provide a UAW flag to Management for installation at an appropriate site at the Tech Center in accordance with all relevant regulations. In addition, Management will provide six replacement flags at a cost of \$600.00 for the term of the 1993 Local Agreement.

1993 Demand #100:

Pneumatic Bowsers for use in pumping out gas tanks for all units.

Answer:

Pneumatic Bowsers are available to assist in the removal of gasoline from vehicles' tanks.