

2011 UAW-GM

CONTRACT SETTLEMENT AGREEMENT

2011 CONTRACT SETTLEMENT AGREEMENT INDEX

<u>Contract Settlement Agreement</u>	<u>Page Nos.</u>
1. New National Agreement	1
2. Unchanged Paragraphs	1-5
3. Amendments, Additions, Substitutions and Deletions	5-6
4. Personal Relief for Certain Employees	7
5. Union Bulletin Boards and Publication Racks	7
6. Indemnity Agreement	7-8
7. Miscellaneous Agreements	8
8. Grievances Under Old Agreement	8
9. Local Agreements	8-9
10. Hiring Rates	9-10
11. National Agreement Changes and /or Waivers	10
12. Local Issues Strikes	10-11
13. Related Supplemental Agreements	11
14. Life and Disability Benefits Program and Health Care Program	11
15. Personal Savings Plan	11
16. Exhibit B – Life and Disability Benefits Program	12
17. Corporation-Union Committee on Health Care Benefits	12
18. Wages Earned Definition	12
19. Statement of Technological Progress	12
20. Apprentice Safety Training	12-13
21. Group Legal Services Plan	13
22. Employee Benefit Plans and Programs	13
23. Ratification and Effective Date	14
Counterpart Signatures	14-17
Statement of Technological Progress	

Contract Settlement Index

<u>Paragraph Nos.</u>	<u>Description</u>	<u>Page Nos.</u>
(46)	Powers of the Umpire	4
(69)	Seniority - Supervisory Employees	5
(084c)	Overtime Provisions, Working Hours	7
(085b)	Time and One Half	8
(87)(6)	Overtime Payment	9
(87)	Exceptions to Above Overtime Payment	10
(96a)(2)(a)	Relocation Allowance - Signing Bonus	11
(098)	Hiring Rates, Starting Rates, Wages	14
(101)(a)(3) DELETE	Skilled Trades Tool Allowance	16
(101)(b)(1)	Retiree Performance Bonus Eligibility	17
(101)(b)(2) DELETE	Performance Bonus Eligibility for Deceased Employees	18
(101)(b)	Performance Bonus Lump Sum Payments	19
(117)	Strikes, Stoppages & Lockouts	21
(122)(d)	Skilled Trades - Apprentice Reports	22
(122)(g)	Skilled Trades - E.I.T. Programs	23
(123)	Skilled Trades - Training Schedules	24
(124)	Local Apprentice Committee	25
(126)	Skilled Trades - Apprentice Committee Meetings	26
(127)	Skilled Trades - Apprentice Committee Duties	27
(143)	Allowance - Tools, Books, Supplies	31
(148)	Skilled Trades - Registration Fees	32
(152)	Skilled Trades Vacancies	33
(153) DELETE	Employees-in-Training - Selection	34
(154) DELETE	Employees-in-Training - Non-Seniority	35
(155)	Classification of Journeyman-in-Training	36
(156) DELETE	Employees-in-Training - Seniority Qualifications	37
(159)	Seniority of "Journeyman-in-Training"	38
(165)	Journeyman-in-Training (J.I.T.) Tooling Allowance	39
(166)	Reclassification to Journeyman Status	40
(166)(a)	Journeyman in Training Seniority	41
(167)	Employees-in-Training - Time Required	42
(168) DELETE	Employees-in-Training - E.I.T. to E.I.T.S. Status	43
(169) DELETE	Employees-in-Training - Credit for Time	44
(170)	Seniority Credit Upon Reclassification of "Employees-in-Training"	45
(171)	Employees-in-Training - Reclassification	46
(172)	Employees-in-Training - Seniority Rights	47
(173)	Seniority Rights of Journeyman	48
(174)	Employees-in-Training-Layoff	49
(175) DELETE	Employees-in-Training-Retention	50
(176) DELETE	Employees-in-Training - E.I.T. to E.I.T.S. Retention	51
(177)	Employees-in-Training - Temporary Layoffs	52

Contract Settlement Index

<u>Paragraph Nos.</u>	<u>Description</u>	<u>Page Nos.</u>
(178)	Definition of "Journeyman"	53
(178a)	Employees-in-Training - Journeyman Qualifications	54
(180)	Journeyman-In-Training Registration Fees/Tuition	55
(180a) DELETE	Related Training - E.I.T	56
(180b) DELETE	Employees-in-Training - Training Enrollment	57
(180c) DELETE	Employees-in-Training - Required Training	58
(180d) DELETE	Employees-in-Training - Time in Training	59
(181)(a)	Skilled Trades Wage Rates	60
(189)	Vacation Entitlement - Pay Period Worked	61
(193)	Vacation Time Off Payment Calculation	62
(193b)	Vacation Time Off Payment Timing	63
(202)(a)	February Notification of Schedule	64
(202)(d)	Vacation Entitlement, Vacation Time Off Procedure	65
(203)	Holiday Pay	66
(203)(c)	Christmas Holiday Period	69
(217)	General Provisions, Pay Procedure	70
(218)(b)	Bereavement Pay	71
(223)	Agreement Dates	73
(224)	Supplemental Agreements	74

<u>Appendices</u>	<u>Description</u>	<u>Page Nos.</u>
A	Memorandum of Understanding Employee Placement	75
A	Attachment A - Appendix A - Regions	96
A	Appendix A Placement Process Job Openings - CCA	97
A	Appendix A Placement Process Job Openings	98
B	Appendix B - Date of Entry Status - Apprentices and EIT's	99
H DELETE	Appendix H - Selection of Employees in-Training	100
I	Appendix I - Special Skilled Trades Representative	102
K	Appendix K - Memorandum of Understanding Creating and Preserving Jobs in GM	105
K Att A	Attachment A- Appendix K - Memorandum of Understanding - Special Attrition Program	123
K Att B DELETE	Attachment B Appendix K - Memorandum of Understanding Goals and Objectives of Job Security and Operational Effectiveness	124
L	Sourcing	127

<u>Memorandums of Understanding</u>	<u>Description</u>	<u>Page Nos.</u>
DELETE	WEMR Memo-Classification	138
DELETE	WEMR Memo-Classification re: Par 5 of MOU	139
DELETE	WEMR Letter	140
DELETE	WEMR Shop Training Schedule	142
DELETE	WEMR Guidelines	143

Contract Settlement Index

<u>Memorandums of Understanding</u>	<u>Description</u>	<u>Page Nos.</u>
	Joint Skill Development and Training	147
	Joint Activities Statement	151
	Entry Level Employees	161
NEW	Future Work Opportunity	179
	U.S.-UAW Job Commitments	181

<u>Document Nos.</u>	<u>Description</u>	<u>Page Nos.</u>
7	Health and Safety	187
7a	Health and Safety Attachment A	203
10	Volume Reductions for Dual Sourced Products	236
11 DELETE	Full Utilization of Protected Employees	243
12 DELETE	Growth and Opportunity Committee	245
13	Plant Closing and Sale Moratorium	249
14	Divisional Health and safety	251
15	Temporary Openings	253
16 DELETE	Purchasing Activity Communication	254
21	Employee Placement - Closed and Discontinued Operations	256
32	GM Policy Regarding Employment of Individuals with Disabilities	257
33	GM Policy Regarding Employment of Disabled Veterans, Recently Separated Veterans, Armed Forces Service Medal	259
37	Resource and Referral Services - Work/Family Program	261
38	Orientation Program	363
40	Memorandum of Understanding Quality Network	266
40a	Attachment A - Memorandum of Understanding Quality Network	276
40b	Attachment B - Memorandum of Understanding Quality Network	279
40c	Attachment C - Memorandum of Understanding Quality Network	282
40d	Attachment D - Memorandum of Understanding Quality Network	287
40e	Attachment E - Memorandum of Understanding Quality Network	290
46	Joint Program Representatives	291
56	Relief Time - Certain Operations	295
60 DELETE	Pre-Apprentice Training	297
63	Job Security - Apprentice Training and Journeyman Development	298
64	Apprentice and J.I.T. Work Assignments	301
65	Related Training Bonus	303
66	Application of Seniority Reduction in Force for Journeymen-in-Training	305
75	Facilities for Union Members of Local Apprentice Committee	311

Contract Settlement Index

<u>Document Nos.</u>	<u>Description</u>	<u>Page Nos.</u>
84	Weather Conditions & Riot Letter	313
86 DELETE	Modification to Paragraph 69	319
89	Employee Placement System - Expenses	322
92	Ratification Lump Sum Payment	323
98	Subcontracting Communications	325
99	GM Policy Regarding Anti-Harassment	328
103	UAW-GM Joint Programs Communications Services	330
105	Health & Safety Representatives - Role and Responsibility	332
106	Joint Learning Centers - Training In Plant	334
108 DELETE	Work/Family Program	337
110	Dislocated Workers (Pre-Post Layoff Services and Orientation)	339
112	Work Assignments - Skilled Trades	341
117	Compliance with Health and Safety Policies	345
118 DELETE	Attritional Credit - Unique Situations	347
120 DELETE	Coordination of Sourcing Evaluations	348
121	ADAPT Program	349
122	Metal Removal Fluids	353
127 DELETE	Sourcing Evaluation	355
136 DELETE	Independence Week Shutdown Layoff	357
137	Individual Work Schedules Vacation Shutdown	359
138	Skilled Trades Joint Task Teams	361
139	Near Miss Incidents	365
140 DELETE	Product Development and Transformation	367
142 DELETE	Future Product Sourcing Process	370
147 DELETE	Payroll Related Matters	372
148	GM-GMS Relationship	373
151	Pre-Production Operations	375
153 DELETE	New Work Opportunities	376
155 DELETE	Paperless Grievance Processing	378
157	Production Maintenance Partnership	380
158	Alternative Work Schedules For Skilled Trades Maintenance	383
159	Exiting Non-Strategic Skilled Trades Work	385
162 DELETE	Temporary Employee Placement	388
163 DELETE	Indianapolis Stamping	390

<u>New Documents and Letters PUBLISHED</u>	<u>Description</u>	<u>Page Nos.</u>
	Agreement References to Corporation	392
	Employee Placement re: Special Employee Placement Opportunity (SEPO) Job Offers	393
	Placement of Employees Returning from Military Leave	395
	Quality Performance Payment	397
	Sourcing Guidelines	399

Contract Settlement Index

<u>New Documents and Letters PUBLISHED</u>	<u>Description</u>	<u>Page Nos.</u>
	Suspended Agreement Provisions	413
	Work/Family Program	414
	Corporate Citizenship, Supplier Quality Data, Lean Initiatives	415
	Employee Placement re: Extended Area Hire Skilled Trades Jobs	418
	GM Supplier Discount Program	419
	Investment in Mexico	420
	Joint Programs re: Education	421
	Plants Exempted From Document No. 13 Plant Closing And Sale Moratorium	423
	Press Hardened Steel	424
<u>New Documents and Letters UNPUBLISHED</u>		
	Spring Hill Flex Production Pilot	426
	Global Information Sharing Forum	428
	Spring Hill and Wentzville Incentives	431
	Stand-by Capacity	432
	UAW Retiree Health Care Trust	433
<u>Excerpts From Minutes UNPUBLISHED</u>		
	Contractual and Wage Matters re: Bereavement	434
	Attendance re: Call In Procedure	435
	Contractual and Wage Matters re: CCA Customer Satisfaction Improvement Team	437
	GMCH Integration	439
	Contractual and Wage Matters re: Document 56	444
	Employee Placement re: ADAPT Training Certification	445
	Employee Placement -Joint Resolution of Employee Issues and Concerns	447
	Employee Placement re: Area Hiire CCA Ypsilanti	448
	Employee Placement re: Area Hire Powertrain Defiance	449
	Employee Placement re: Employee Placement Conference	450
	Employee Placement re: Employee Placement Job Offers	451
	Employee Placement re: Employee Placement System - Cisco Numbers and Plant Names	452
	Employee Placement re: Placement In Customer Care and Aftersales (CCA)	453
	Sourcing re: GMCH	454

Contract Settlement Index

<u>Excerpts From</u> <u>Minutes</u> <u>UNPUBLISHED</u>	<u>Description</u>	<u>Page Nos.</u>
	Health & Safety re: Equipment Safety Inspection Identification	465
	Health & Safety re: Ergonomics Program Enhancements	466
	Health & Safety re: GMS	467
	Health & Safety re: Joint Health & Safety Training	468
	Health & Safety re: Joint Health & Safety Training Equipment	469
	Health & Safety re: Sharing Safety Practices	470
	Health & Safety re: Nanotechnology	471
	Health and Safety re: Communicating OSHA Information	472
	Health and Safety re: Emergency Response Teams	473
	Health and Safety re: Employee Exposure to Chemicals	474
	Health and Safety re: Ergonomics Analysis Tools	475
	Health and Safety re: Ergonomics Design Process 21	477
	Health and Safety re: Flu Shots - Annual	478
	Health and Safety re: Hazard Evaluations	479
	Health and Safety re: Industrial Hygiene Databases	480
	Health and Safety re: Industrial Hygiene Tech. - Confined Space	481
	Health and Safety re: Industrial Hygiene Tech. - Noise	483
	Health and Safety re: Industrial Hygiene Tech. - Research and Training	484
	Health and Safety re: Issue Resolution Procedure	485
	Health and Safety re: Joint Health and Safety Audit Process	486
	Health and Safety re: Medical Surveillance - Construction	487
	Health and Safety re: Metal Removal Fluids	488
	Health and Safety re: Mobile Equipment Technology	489
	Health and Safety re: Visiting GM Employees - Adherence to Local Plant Policies	490
	Health and Safety re: JETT Computer Equipment	491
	Health and Safety re: Personal Protective Equipment	492
	Health and Safety re: Real Estate and Facilities Review of Company	493
	Health and Safety re: Skilled Trades Interview Form	494
	Health and Safety re: G-DHS	495
	Health and Safety re: IH Equipment	496
	Health and Safety re: IH Program Research	498
	Health and Safety re: National Leadership Safety Council	499
	Health and Safety re: Validations	500
	Sourcing re: Insourcing Commitments	501
	Joint Programs re: Launch Training	502

Contract Settlement Index

<u>Excerpts From</u> <u>Minutes</u> <u>UNPUBLISHED</u>	<u>Description</u>	<u>Page Nos.</u>
	Joint Programs re: Regional PEL	504
	Joint Programs/Education & Training re: Educational Mission	505
	Joint Programs/Education & Training re: Training Development Process	506
	Joint Programs/Education & Training re: Training Programs	507
	Joint Programs/Work Family re: EAP	509
	Joint Programs/Work Family re: Equal Application Committees	511
	Joint Programs/Work Family re: Pre/Post-Retirement	512
	Contractual and Wage re: Mailing of Pay Stubs and Pay Carc	514
	Contractual and Wage re: Military Leaves	515
	Skilled Trades re: Non Strategic Work Functions	516
	Quality Network re: Annual Quality Network Budget	517
	Quality Network re: Internal Communications/QN	518
	Quality Network re: QNPM Closing the Competitive Gap	520
	Quality Network re: Quality Network Publishing	523
	Quality Network re: Simulated Work Environment	524
	Quality Network re: Union Participation in QN Process	525
	Quality Network re: QNPM Joint Study Team	526
	Quality Network re: Quality Network Suggestion Plan GoStars	527
	Record Adjustment	528
	Shreveport Decommissioning	529
	Skilled Trades re: Pilot Project Team	530
	Skilled Trades re: Apprentice Testing	533
	Skilled Trades re: Skilled Trades License	535
	Skilled Trades re: Warranties	536
	Skilled Trades re: CCA Sub-Contracting Reviews	537
	Skilled Trades re: Displaced Skilled Trades Workers	538
	Skilled Trades re: Document 138 Skilled Trades Joint Task Teams	541
	Skilled Trades re: E.I.T. and E.I.T.S.	542
	Skilled Trades re: Housekeeping Competitive Opportunities	543
	Skilled Trades re: Lockout Placarding Feasibility Study	544
	Skilled Trades re: Predictive Technologies Training	545
	Sourcing re: MOU Status 2009 Addendum	546
	Sourcing re: Shared Cross Docks	547
	Sourcing re: Sourcing Subcommittee CCA Data Integrity	548
	Sourcing re: New Technology Notification	549
	VCAP	550
 <u>Other</u>	 <u>Description</u>	 <u>Page Nos.</u>
	Skilled Trades - SAP	551
	Skilled Trades - SAP Guidelines	557

**2011 GM-UAW
CONTRACT SETTLEMENT
AGREEMENT**

Agreement dated this 16th day of September, 2011 between General Motors LLC, hereinafter called the Company, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter called the Union.

The parties hereto agree as follows:

1. New National Agreement

A new National Agreement to be dated September 16, 2011 and to become effective as hereinafter provided in Paragraph 23 of this Agreement has been negotiated by the parties hereto and consists of the provisions of the National Agreement between the parties dated September 26, 2007 except for the changes hereinafter noted.

2. Unchanged Paragraphs

The following paragraphs, appendices and memoranda of the September 26, 2007 Agreement as supplemented, shall be included in the new Agreement without change:

INTRODUCTION
PREFACE

(1)	(15)	(38)(3)(d)	(61b)(a)
(2)	(16)	(38)(3)(e)	(61b)(b)
(2a)	(17)	(38)(3)(f)	(61b)(c)
(3)	(18)	(39)	(61b)(c)(1)
(4)	(19)	(40)	(61b)(c)(2)
(4a)	(20)	(41)	(61b)(d)
(4b)	(20a)	(42)	(61b)(e)
(4c)	(21)	(42a)	(61b)(f)
(4d)	(21)(1)	(42a)(1)	(61b)(g)
(4e)	(21)(2)	(42a)(2)	(61c)
(4f)	(21a)	(43)	(62)
(4g)	(21b)	(43a)	(63)
(4g1)	(21c)	(43b)(1)	(63)(a)(1)
(4g2)	(22)	(43b)(1)(a)	(63)(a)(2)
(4h)	(22a)	(43b)(2)	(63)(b)
(4i)	(22b)	(43b)(3)	(64)
(4i1)	(23)	(44)	(64)(a)
(4i1)(a)	(23a)	(45)	(64)(b)
(4i1)(b)	(24)	(46)(1)	(64)(c)
(4j)	(24a)	(46a)	(64)(d)
(4k)	(25)	(47)	(64)(e)
(4l)	(26)	(48)	(64)(f)
(4l)(a)	(27)	(48)(1)	(64)(f)(1)
(4l)(b)	(28)	(48)(2)	(64)(f)(2)
(4l)(d)	(29)	(49)	(64)(f)(3)
(4l)(e)	(30)	(50)	(64)(g)
(4l)(f)	(31)	(50)(1)	(64)(g)(1)
(4m)	(32)	(50)(2)	(64)(g)(2)
(4n)	(33)	(51)	(64)(h)
(4o)	(34)	(52)	(65)
(4p)	(35)	(53)	(66)(a)
(4q)	(36)	(54)	(66)(b)
(4r)	(36)(1)	(55)	(66)(c)
(4s)	(36)(2)	(56)	(66)(d)
(5)	(36)(3)	(57)	(67)
(5a)	(36)(4)	(58)	(68)
(6)	(36)(5)	(59)	(69)(a)
(6a)	(36)(6)	(60)	(69)(b)
(7)	(37)	(60a)	(70)
(8)	(38)	(61)	(71)
(9)	(38)(1)	(61a)	(72)
(10)	(38)(2)	(61a)(a)	(73)
(11)	(38)(3)	(61a)(b)	(73a)
(12)	(38)(3)(a)	(61a)(c)	(73a)(1)
(13)	(38)(3)(b)	(61a)(d)	(74)
(14)	(38)(3)(c)	(61b)	(74a)



(75)	(96a)(1)	(112)(3)	(138)(a)
(76)	(96a)(1)(a)	(112a)	(138)(b)
(76a)	(96a)(1)(b)	(113)	(138)(c)
(76b)	(96a)(2)	(113a)	(139)
(77)	(96a)(2)(b)	(113b)	(140)
(78)	(96a)(3)	(114)	(140a)
(78a)	(96a)(4)	(115)	(140b)
(78b)	(97)	(116)	(141)
(78c)	(98)(1)	(118)	(141)(a)
(78d)	(98)(2)	(119)	(141)(b)
(79)	(98)(3)	(120)	(141)(c)
(79a)	(98)(4)	(121)	(142)
(79a)(a)	(98)(5)	(122)	(144)
(79a)(b)	(98a)	(122)(a)	(145)
(79b)	(98b)	(122)(b)	(146)
(79c)	(99)	(122)(c)	(147)
(79d)	(99a)	(122)(e)	(149)
(79e)	(100)	(122)(f)	(149a)
(79f)	(101)(d)	(122)(h)	(149a)(1)
(79g)	(101)(e)	(122)(i)	(149a)(2)
(79h)	(101)(f)	(125)	(150)
(79i)	(101)(g)	(127)	(151)
(80)	(101)(h)	(127)(c)	(157)(a)
(81)	(101)(i)	(127)(d)(1)	(157)(a)(1)
(82)	(101)(j)	(127)(d)(3)	(157)(a)(2)
(83)	(101)(k)	(127)(e)	(157)(b)
(84)(a)	(101)(l)	(127)(g)	(158)
(86)	(102)	(127)(h)	(159a)
(87)(1)	(102a)	(127)(i)	(160)
(87)(2)	(103)	(127)(j)	(161)
(87)(3)	(104)	(127)(k)	(161)(1)
(87)(4)	(105)	(127)(m)	(161)(2)
(87)(5)	(105a)	(128)	(161)(3)
(88)	(106)	(129)	(161)(4)
(89)	(107)	(130)	(162)
(89a)	(108)	(131)	(162)(1)
(90)	(109)	(132)	(162)(2)
(92)	(109a)	(132)(a)	(162)(3)
(92)(a)	(110)	(133)	(162)(4)
(92)(b)	(110a)	(134)	(163)
(92)(c)	(110b)	(135)	(164)
(92)(d)	(111)	(136)	(170)(a)
(92)(e)	(111)(a)	(137)(a)	(170)(b)
(92)(f)	(111)(b)	(137)(b)	(171)(1)
(93)	(111)(c)	(137)(c)(1)	(171)(2)
(94)	(112)	(137)(c)(2)	(171)(2)(a)
(95)	(112)(1)	(137)(d)	(171)(2)(b)
(96)	(112)(2)	(138)	(171)(2)(c)

(175)(1)	(202g)	(227)
(175)(2)	(202h)	Appendix C
(175)(3)	(202i)	Appendix D
(175)(4)	(202j)	Appendix F
(179)	(202k)	Appendix F-1
(180)(e)	(202l)	Appendix F-2
(181)	(202m)(1)	
(181b)	(202m)(1)(a)	
(182)(a)	(202m)(1)(b)	
(182)(b)	(202m)(1)(c)	
(182)(c)	(202m)(1)(d)	
(182)(d)	(202m)(1)(e)	
(183)(a)	(202m)(2)	
(183)(b)	(202m)(3)	
(183)(c)	(203)(1)	
(183)(d)	(203)(2)	
(183)(e)	(203)(3)	
(184)	(203a)	
(185)	(203b)	
(186)	(204)	
(187)	(205)	
(188)	(205a)	
(190)	(206)	
(190)(a)	(207)	
(190)(b)	(208)	
(190)(c)	(209)	
(191)	(209)(1)	
(192)	(209)(2)	
(193a)	(209)(3)	
(194)	(209)(4)	
(195)	(210)	
(196)	(211)	
(197)	(212)	
(198)	(213)	
(199)	(213a)	
(200)	(213a)(a)	
(201)	(213a)(b)	
(202)	(214)	
(202b)	(215)	
(202c)	(216)	
(202d)(1)	(218)	
(202d)(2)	(218)(a)	
(202d)(3)	(219)	
(202e)	(220)	
(202f)	(221)	
(202f)(1)	(222)	
(202f)(2)	(225)	
(202f)(3)	(226)	

Memorandum of Understanding on Overtime
 Memorandum of Understanding on Work Centers
 Memorandum of Understanding Human Resource
 Development
 Memorandum of Agreement Voluntary Political
 Contributions
 Memorandum of Understanding Quality Network
 Attachment B

3. Amendments, Additions, Substitutions and Deletions

A. The following paragraphs, appendices, and memoranda of the September 26, 2007 Agreement, as supplemented, shall be amended, as initialed by the parties and attached hereto, and shall be included in the new Agreement:

AGREEMENT	(155)	Appendix K,
(46)	(159)	Attach. A
(69)	(165)	Appendix L
(69)(b)	(166)	
(84)(c)	(167)	
(85)(b)	(170)	
(87)	(171)	
(87)(6)	(172)	
(96a)(2)(a)	(173)	
(96)(b)	(174)	
(96)(c)	(177)	
(98)(6)	(178)	
(101)(b)	(178a)	
(101)(b)(1)	(181a)	
(117)	(189)	
(122)(d)	(193)	
(122)(g)	(193b)	
(123)	(202a)	
(124)	(202d)	
(126)	(203)	
(127)(a)	(203c)	
(127)(b)	(217)	
(127)(d)(2)	(218)(b)	
(127)(f)	(223)	
(127)(h)	(224)	
(127)(l)	Appendix A	
(143)	Appendix B	
(148)	Appendix I	
(152)	Appendix K	

Memorandum of Understanding Joint Activities
 Memorandum of Understanding Joint Skill Development
 and Training
 Memorandum of Understanding Tuition Assistance Plan
 Memorandum of Understanding UAW-GM Entry Level
 Wage and Benefits
 Statement on Technological Progress
 Memorandum of Understanding Health and Safety
 Attachment "A"
 Memorandum of Understanding Quality Network
 Memorandum of Understanding Quality Network
 Attachment A
 Attachment C
 Attachment D
 Attachment E

B. The following paragraphs, appendices and memoranda, of the September 26, 2007 as initialed by the parties, were deleted in the new Agreement:

(101)(a)(3)	(101)(b)(2)	(153)	(154)
(156)	(168)	(169)	(175)
(176)	(176)(1)	(176)(2)	(180a)
(180b)	(180c)	(180d)	

Appendix H

Appendix K – Attachment B

Memorandum of Agreement Welding Equipment
 Maintenance and Repair (WEMR) Classification

1. Memorandum of Agreement, Dated March 15, 1972.
2. Irving Bluestone's Letter to George B. Morris, Jr., Dated March 16, 1972.
3. The Welding Equipment Maintenance & Repair Apprentice Schedule agreed upon by GM-UAW Skilled Trades & Apprentice Committee on May 18, 1972.

WEMR Guidelines

C. The following new paragraphs, appendices and memoranda, as initialed by the parties and attached hereto, shall be included in the new Agreement:

(166)(a)	(180)
----------	-------

Memorandum of Understanding Future Work
 Opportunity

4. Personal Relief for Certain Employees

The policy noted below shall continue in effect for employees during the term of the new Agreement in the same manner and to the extent it has been applied under the September 20, 1961 Agreement between the parties, except that the amount of relief time as set forth in the policy expressed in Ms. Catherine L. Clegg's letter of September 16, 2011 to the International Union, UAW, Attention: Mr. Joe Ashton, Vice President and Director, General Motors Department, on the subject of relief shall be applicable to those employees to whom the above letter shall apply:

GM will provide sufficient relief person to provide each employee on production lines with 24 minutes of actual personal relief per shift taking into consideration that the first hour at the start of shift and the first one-half hour after lunch are not ordinarily required for relief except in emergencies; details to be implemented locally with the understanding this provision shall not interfere with any mutually satisfactory local practice.

[See Doc. 56]

5. Union Bulletin Boards and Publication Racks

The Union agrees to indemnify the Corporation against any and all actions, charges, claims, damages or losses of any kind or nature whatsoever resulting from, arising out of, based upon, or attributable to (1) any material posted or displayed on Union bulletin boards bearing the written approval of the President of the Local Union or the Chairperson of the Shop Committee, or (2) the display and/or distribution through the Union Publication Racks of publications of the Local Union and International Union which have been certified to Management as official by the President of the Local Union, the Chairperson of the Shop Committee or the International Union Representative.

[See Par. (92)-(94)]

[See Doc. 6]

6. Indemnity Agreement

The Union agrees to enter into indemnity agreements with the Corporation and the Trustee of the GM-UAW Supplemental Unemployment Benefit Plan Fund whereby the Union indemnifies and protects the Corporation and the Trustee against liability arising from the check-off of Union membership dues and initiation fees from employees' wages or from any Regular Benefits received under the GM-UAW Supplemental Unemployment Benefit Plan. Each of these agreements is to be similar in form and substance to the indemnity agreement executed by the parties in connection with the most recently expired Agreement, with such changes as may be necessary to make them conform to the current understanding of the parties.

[See Par. (4h),(4q)]

[See Doc. 18]

7. Miscellaneous Agreements

The miscellaneous Memoranda of Understanding and other Agreements between the Corporation and the Union which are listed on the attachment hereto entitled "Miscellaneous Agreements," are hereby reinstated to the extent applicable under their respective provisions and shall continue in effect for the life of the new Agreement.

8. Grievances Under Old Agreement

Grievances filed with Management prior to the effective date of the new Agreement, may be appealed to the Umpire and considered by him under the provisions of the September 26, 2007 Agreement as though that Agreement were in effect until the effective date of the new Agreement.

[See Par. (46)]

9. Local Agreements

It is agreed that any written local agreements, including but not limited to, local wage agreements, local seniority agreements and local shift preference agreements, entered into by the Shop Committees and Local Managements after June 17, 2011, currently in effect, shall continue as local agreements between the



respective local Management and Shop Committee subject to their respective terminal provisions, if any, and subject to the provisions of the new Agreement, for the life of the new Agreement. Any local agreement without a termination clause shall terminate without further action by either party to such local agreement, with the effective termination of the new Agreement, and such local agreement shall not be terminated otherwise except as the parties to such local agreement may agree hereafter in writing.

[See Par. (59),(75),(100),(221)]

10. Hiring Rates

An employee hired during the term of the previous GM-UAW National Agreement(s) who has not attained the maximum base rate of the job classification as of the effective date of the new Agreement shall progress to the maximum base rate of the job classification in accordance with the provisions of Paragraph (98) of the GM-UAW National Agreement most recently expired.

The parties agreed that Paragraph (98) of the new Agreement is not intended to change any of the provisions or applications of local wage rules. However, where such wage rules are applied to employees who have not attained the maximum base rate of the job classification and who are covered by Paragraph (98), (98a), or (98b) of the new Agreement, the appropriate rate in Paragraph (98), (98a), or (98b) of the new Agreement will apply.

An employee, who has received the hire rate and rate progression set forth in Paragraph (98), (98a), or (98b) of the new Agreement and who, at the expiration of one hundred and fifty-six (156) weeks of employment, is assigned or continues to be assigned to a job classification that has an extended training period, but has not completed the required time in such classification to receive the maximum base rate, will continue at the current rate or the rate specified in the local wage agreement for time worked in such classification, whichever is higher. Thereafter, such employee will receive a rate in accordance with the provisions of the local wage agreement.

For the purpose of applying the provisions of Paragraph (98), (98a), or (98b) of the new Agreement to the administration of a "Levels of Learning" or "Pay for Knowledge" system, the "maximum base rate of the job classification" shall be the locally negotiated base rate for Level I. In the event an employee is transferred to a level higher than Level I, the maximum base rate of the job classification will be the rate for the level to which the employee is assigned.

For the purpose of determining the respective rates specified in Paragraph (98), (98a), or (98b) of the new Agreement, the Engineering Method of Rounding will be used.

[See Par. (100)]

11. National Agreement Changes and/or Waivers

It is agreed that it may be beneficial for local unions and local managements to consider alternative work schedules and other changes at particular plant locations. It is further agreed that in order to facilitate and encourage such innovations, it may be necessary to change and/or waive certain provisions of the National Agreement at such plant locations. It is understood that any such change or waiver would not be effective unless approved in writing both by the Corporation and the International Union, and such changes would be effective only at the plant location(s) specifically designated.

[See Par. (81)-(86),(89a),(220)]

[See App. K]

[See Doc. 85,112,116]

12. Local Issues Strikes

The Corporation will waive the provisions of the National Agreement prohibiting the right to strike with respect to each plant in which the International Union, UAW, authorizes a strike arising out of current negotiations of local issues, demands and supplemental agreements for the duration of the continuance of such strike at such plant. No such strike shall be authorized or called, however, without at least 5 working days prior written notice by the Union to the Corporation of the intention to authorize any such strike.

[See Par. (117)]

13. Related Supplemental Agreements

Modified supplemental agreements are agreed to as shown on the pages which are initialed by the parties.

An amended Supplemental Agreement covering Pension Plan, Exhibit A; an amended Supplemental Unemployment Benefit Plan, designated as Exhibit D; and an amended Supplemental Agreement covering Profit Sharing Plan, Exhibit F are agreed to and renewed and shall be the same as those of the most recently expired Supplemental Agreements, except that they shall be revised as shown on the pages which are initialed by the parties, effective in accordance with and subject to the provisions of such pages.

14. Life and Disability Benefits Program and Health Care Program

2011 Supplemental Agreements Covering Life and Disability Benefits Program, Exhibit B; and Health Care Program, Exhibit C, set forth in the pages which are initialed by the parties, are agreed to, effective in accordance with and subject to the provisions of such pages.

15. Personal Savings Plan/Dependent Care Reimbursement Plan/Personal Retirement Plan/Flexible Spending Account Health Care Reimbursement Plan

A 2011 Supplemental Agreement Covering Personal Savings Plan, Exhibit G; Dependent Care Reimbursement Plan, Exhibit J; Personal Retirement Plan, Exhibit K; and Flexible Spending Account Health Care Reimbursement Plan, Exhibit L, set forth in the pages which are initialed by the parties, are agreed to, effective in accordance with and subject to the provisions of such pages.

16. Exhibit B - Life and Disability Benefits Program

Notwithstanding the provisions of Item 23 of this Contract Settlement Agreement, those provisions of Exhibit B to the new Agreement shall have as their effective date the effective date of the new Agreement.

17. Corporation-Union Committee on Health Care Benefits

The Corporation-Union Committee on Health Care Benefits will engage in activities which have a high potential for cost savings while achieving the maximum level of health care coverage and services for the money spent for such protection. The Corporation will make available funds up to \$3,600,000 which may be spent over the four-year period beginning with the effective date of the 2011 GM-UAW National Agreement to fund such mutually agreed upon activities as studies, pilot projects, and use of consultants.

18. Wages Earned Definition

For the purpose of this Agreement, monies distributed in the form of Profit Sharing, and Payments provided for in Document 92 shall be considered wages earned.

[See Par. (41)(a)]
[See Profit Sharing Plan-Exhibit F]

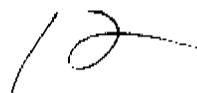
19. Statement on Technological Progress

A statement, entitled "Statement on Technological Progress," as initialed by the parties, is attached hereto and made a part thereof.

[See Statement on Technological Progress]

20. Apprentice Safety Training

During the 1996 Negotiations the parties agreed to a revised Basic Safety Training Guide covering all approved GM-UAW Apprentice Training schedules except design classifications which reads as follows:



"The approximately 80 hours of safety instruction provided for will be incorporated into the shop or related training schedules or a combination of both. The total shop training shall remain 7,328 hours and the total related training shall remain 576 hours. The portion of the 80 hours to be provided as shop training shall be subtracted from existing 'Optional Hours.' The portion of the 80 hours to be provided as related training shall be subtracted from 'Unassigned' related training hours.

"When the method of providing this safety training has been jointly established locally it shall be reviewed by the Local Apprentice Committee and the Local Joint Committee on Health and Safety and a copy of each revised schedule shall be forwarded to the GM-UAW Skilled Trades and Apprentice Committee for approval. The schedules revised in accordance with this agreement will be adopted for those apprentices presently in the training program to the extent that they can be integrated into such revised programs without interfering with the progress of the apprentice."

[See Par. (122)f,(133),(145)]

[See Doc. 7]

21. Group Legal Services Plan

A 2011 Supplemental Agreement Covering Group Legal Services Plan, Exhibit I, set forth in the pages initialed by the parties, is agreed to, effective in accordance with and subject to the provisions of such pages.

22. Employee Benefit Plans and Programs

During the course of bargaining, the parties discussed the administration of the 2011 GM-UAW Employee Benefit Plans and Programs and the topic of consistent administration with the Delphi-UAW Employee Benefit Plans and Programs. The parties acknowledged the fact the administration of such programs under the new GM-UAW Agreement is impacted by its new provisions as well as other agreements reached between the parties including the 2006 UAW-GM-Delphi Special Attrition Program, the UAW-Delphi-GM Memorandum of Understanding Delphi Restructuring and the 2007 Term Sheet -- Delphi Pension Freeze and Cessation of OPEB, and GM Consensual Triggering of Benefit Guarantee.

23. Ratification and Effective Date

A. The new Agreement shall become effective on the first Monday following the date on which the Corporation receives satisfactory notice from the International Union that the new Agreement has been ratified by the Union membership provided that the Corporation receives said notice from the International Union on or before October 7, 2011.

B. No provision of the new Agreement shall be retroactive prior to the date such Agreement becomes effective, unless otherwise specifically stated therein.

[Sec Par. (222)]

24. Counterpart Signatures

The signatures hereon shall be applicable to each of the various written agreements to which each party has committed itself in the same manner and with the same effect as if physically subscribed thereon.

The parties hereto, each by its duly authorized officials and representatives hereby accept this Contract Settlement Agreement and each and all terms and conditions thereof.

**INTERNATIONAL
UNION, UAW**

**GENERAL MOTORS
LLC**

BOB KING
DENNIS WILLIAMS
JOE ASHTON
GARRY BERNATHI
JEFF PIETRZYK
WENDY FIELDS-JACOBS
CHUCK BROWNING
ERIC PERKINS
MIKE GRIMES
PATTI CAMPBELL
KRIS OWEN
RANDY LENTZ
STEVE RAICH
MAURICE STATEN
TIM COBB

DANIEL F. AKERSON
STEPHEN J. GIRSKY
MARK L. REUSS
DIANA D. TREMBLAY
CATHERINE L. CLEGG
REX R. BLACKWELL
FRANK S. JAWORKSI
JEAN L. ROSE
JOHN P. STAPLETON
D. SCOTT SANDEFUR
PAUL D. GRAHAM
GERALD BUTLER
PRESTON M. CRABILL
JON D. DIEWALD
DAVID P. ELLIOTT

14

**INTERNATIONAL
UNION, UAW**

BRYAN CZAPE
LARRY ERICKSON
JIM HOLTON
LEE JONES
DAVE KOSCINSKI
DEAN MANSHIP
JOANNA ROSS
JOHN SZAFRANSKI
DOUG TIDERINGTON
DENIS AGOSTA
ROBERT COLEMAN
SEAN D'ANGELO
GORDON FLETCHER
GHANA GOODWIN-DYE
NORM GREENFIELD
DANIEL HIATT
KAY HAROLD JACKSON
ROBERT JONES
DAN MALONEY
TODD MCDANIEL
TODD MCNALL
JOHN MELTON
MARK MONROE
DANA ROUSE
TOM SANDERS
DAVE VAN DUSEN
SHELLY WONCH
FRED ADAMS
MONICA BRADFORD
BRIAN BROWN
JUDITH BRYSON
MICHAEL COOLEY
ANDY COMAI
AMIE COVILLE
JUDITH DAVIDSON
SCOTT FARRADAY
TOM FORD
MICHAEL FRAY
CHRIS GALLAGHER
ROBERT GLANTON
STEVE GRANDSTAFF
BRIAN GROSNICKLE
ALFONSO GUZMAN
LESLIE HALLIBURTON
DOROTHY JONES
BILL KING
RODNEY LOLLIE
DAVID MATTHEWS
SAL MORANA
FRANK MOULTRIE
CRAIG NORTHNAGEL
RICK O'DONNELL
BRIAN RIVET

**GENERAL MOTORS
LLC**

TERRY EURICK
RUTH V. FLUEGGE
DOROTHY B. HENNESSY
ANITA R. JOHNSON
JEFFREY W. JOHNSON
JEFFERY S. MCGUIRE
DAVID L. SWEENEY
ONIKA CELESTINE
KEVIN W. COBB
DAVID M. CUMMINGS
DANIEL G. GALANT
MICHAEL T. HURST
MARK C. PIERONI
EDWARD W. RISKO
MARC S. ROBINSON
SHARON M. STEWART, MD
J. MIKE WHITE
ROBIN J. WILSON
JOHN BUSSINEAU
KIMBERLY CARPENTER
LARRY EMERLING
MICHAEL W. KENERSON
EDWINA M. PATTERSON
BRIAN J. PFAFF
BARBARA L. BURKE
BARRIE M. LIEBERMAN
BARRY R. JOHNSON
BETHANN PICKLO
BILL MCCAULEY
BRIAN REES
BYRON CARTER
CARL VEREEN
CHARLES MCCARTHY
CHRIS MAROLD
CHRISTOPHER A. FOUGHT
CHRISTOPHER MAROLD
COBY FISCHER
CRAIG A. SPECKMANN
CYNTHIA L. AGOSTA
CYNTHIA S. LISS
DALE JOHNSON
DAN GALANT
DANIEL A. ONYSKIN
DARYL L. KLINKO
DAVE KADY
DAVID L. THORPE
DAVID P. MIDDLETON
DAVID S. GIBSON
DAVID W. DEMKO
DAWN D. GALLINGER
DAWN KOPACZ
DEBORAH JACKSON
DEE DURRELL

**INTERNATIONAL
UNION, UAW**

DARRELL SHEPARD
AL SIMPKINS
SANDRA STEWART
MARK STROLLE
DOUG TAYLOR
MATT TEACHENOR
RICK TOLDO
ELIZABETH TOMASKO
ROD UHELSKI
MATT UPTMOR
RON WALKER
MICHAEL WILSON

**GENERAL MOTORS
LLC**

DENISE McDONALD
DERRICK CAMPBELL
DIANE W. NAGY
DON KARPINSKI
DON MCCORMICK
DONETTA HOUSER-SLY
DONNA SAJDAK
EDWARD K. GLASS, JR.
ELIZABETH M. LAMARRA
ENJU LIANG
ERIC LANGLEY
FLORINE HARBOUR
GWENDOLYN D. MALONE
HARRY FISCHER
JAMES B. D'ARCY
JAMES W. PITCHER
JANICE ADAMS
JANIS M. FIELD
JENNIFER M. FOREST
JENNIFER REEDY
JESSICA P. GUBING
JIM BOLES
JIM FENTON
JOHN C. MARCUM
JOHN YEHLE
JOSEPH L. WILSON, JR.
JUDY WHITE
KATHLEEN M. GRACE
KIMBERLY M. DILWORTH
KIRK T. MEYER
KURT D. VANCAMP
KYLE P. SULLIVAN
LATONYA JACKSON
LAURIE OZAISTOWICZ
LEA C. WOOLIVER
LEANNE R. MAGNUSON
LINDA M. BRUNAMONTI
LISA M. GRACIN
LYNN M. WARD
MARIA PRYOR
MARIE CERANSKI
MARK T. HARASIM
MARSHA MANNING
MICHAEL J. DOUGLAS
MICHAEL V. COLETTA
MICHELLE A. LAFEAR
MICHELLE ANTCZAK-HEALEY
MONICA HAUSNER
NICHOLE HICKSON-OLIVER
PAUL CIEGOTURA
RANDALL S. GALLINGER
RANDI C. DULANEY

**INTERNATIONAL
UNION, UAW**

**GENERAL MOTORS
LLC**

RICH LENAGHAN
ROBERT J. CLEGHORN
ROBERT T. HART
RON JORGENSEN
ROSIE BUSH
RYAN DERRA
SAM B. KUPER
SANDRA KACZMAREK
SHANNON E. JONES
SHAWN L. DAVIS
SHERMAN PERKINS
SONJYA L. LEWIS-SHELLS
SPENCER STEOGER
STACEY M. HUBERT
STANLEY J. PIRUCKI
STEPHEN B. HARRISON
STEVE BARRY
STEVEN L. BLACKMER
SUSAN L. RICHARDSON
SUSAN M. MARTZ
THOMAS W. SCHENK
TOM IRELAND
TOM NOTHOFF
TOM STIMMEL
WILLIAM B. KILGORE
WINNIE KIDD

**STATEMENT ON TECHNOLOGICAL
PROGRESS**

During negotiations the International Union has claimed that certain work which is performed at some plant locations where the UAW is the certified bargaining representative of certain employees has been improperly assigned to non-represented employees of General Motors.

The Corporation is mindful of the Union's concern regarding the scope and content of job classifications of employees in the UAW bargaining unit and how such may be affected by advancing technology. Accordingly, the GM-UAW Skilled Trades and Apprentice Committee will meet at a minimum of semi-annually to review any new technology introduced across multiple locations that may impact GM-UAW represented employees and discuss matters concerning new or advanced technology that cannot be resolved locally and are referred to it by local unions or local managements as well as claims of erosion of the bargaining unit.

Since the first National Agreement of June 24, 1940, many necessary changes in methods and processes have had an impact upon the scope and work content of job classifications of both represented and non-represented employees.

Advancing technology has created, and will continue to create, new and more complex problems bearing upon the work content of job classifications of employees represented by the Union.

It is not the Corporation's policy to assign to non-represented employees work which comes within the scope and content of that normally assigned to represented employees at a particular plant location. The Corporation recognizes that mere novelty or the sophistication of new technology alone is not grounds for withdrawing work from represented employees. Similarly, the Corporation does not believe that the perimeters of the bargaining unit at a particular plant location should be expanded simply by the introduction of new technology.

DATE INITIALED: 9-16-2011
INITIALED BY PARTIES: BR [Signature]

It is recognized that advances in technology may alter, modify or otherwise change the job responsibilities of represented employees at plant locations and that a change in the means, method or process of performing a work function including the introduction of computers, energy management systems, modem, art to part, tool cutting paths and fiber optics, CAM, CMM, CAE, 3D Visualization or other new or advanced technology will not serve to shift the work function from represented to non-represented employees. Therefore,

1. Where a work function at a plant location preceded the certification of the Union, the work function will be assigned as it was assigned at the time of certification, unless there has been a written agreement otherwise.
2. Where a work function was introduced at a plant location following the certification of the Union, the work function will be assigned as it was originally assigned, unless there has been a written agreement otherwise.

The Corporation and the International Union are in agreement that the assignment of represented or non-represented employees depends upon the work function involved and not necessarily upon the work tasks required to accomplish such work function.

Notice and Discussion

The Corporation agrees to advance written notification to local unions at locations planning the introduction of new or advanced technology so as to permit meaningful discussion of its impact, if any, upon skilled or non-skilled employees.

The Chairperson of the Shop Committee, the Personnel Director, and/or their designated representatives will comprise a Plant New Technology Committee and shall meet on a regularly scheduled basis. At such time, the Local Management will describe for the Plant New Technology Committee the extent to which such technological changes may affect the work performed by represented employees at the plant location involved. The Chairperson of the Shop Committee and the International Union will be

provided a written description of the technology involved, the equipment being introduced, its intended use and the anticipated installation date(s). During the discussions the Chairperson of the Shop Committee may include as members of the Plant New Technology Committee, other Local Union representatives such as the Health and Safety Representative, a representative from the Local Joint Skill Development and Training Committee, a member of the Local Apprentice Committee, or other employees, as necessary, in order to review and provide input on the various matters of concern relative to the introduction of the new technology involved. Accordingly, the parties agreed upon the following examples of situations where notification should be given and subjects that may be discussed:

- A) The first introduction of a technology as compared to previously existing plant technology.
- B) Introduction of a new, more advanced generation of existing technology having a significantly different impact on the bargaining unit.
- C) Introduction of a new application of existing technology which has a significantly different impact on the bargaining unit.
- D) The type of equipment or process to be introduced and its location.

The parties also highlighted that the National Agreement provides for notification to take place as far in advance of implementation of the technological change as is practicable. This is not only to enable the Plant New Technology Committee to discuss the impact such introduction of technology has on the bargaining unit, but also to discuss timely implementation of employee training to prepare them to perform their appropriate functions.

Training

The Union has also voiced concern about the possibility that new, technologically impacted bargaining unit work will not be awarded to represented employees because they are insufficiently trained to perform it. In view of the parties' interest in affording

maximum opportunity for employees to progress with advancing technology. as part of the advanced discussion, the parties will identify appropriate specialized training programs, which may be developed, purchased and/or vendor provided, and include a proposed training timeline to be made available as far in advance of the technology's introduction to the plant as practicable, so that employees will be capable of performing new or changed work normally performed by represented personnel.

Dispute Resolution

The following paragraphs set forth a means of resolving disputes concerning particular problems occasioned by advancing technology.

Where the initial introduction of new or advanced technology at a plant location occasions a question of whether:

- 1) certain new work should be assigned to represented employees,
- 2) affects the job responsibilities of represented employees, or
- 3) otherwise impacts the scope of the bargaining unit.

The Plant New Technology Committee will attempt to resolve the matter without resorting to the grievance procedure. Local Management will cooperate in the Plant New Technology Committee's investigation and evaluation of impact issues raised due to the introduction of new or advanced technology. Comments by the Committee will be carefully evaluated by the Local Management in accordance with the Corporation's policy relative to the assignment of work which comes within the scope and content of that normally assigned to represented employees at the plant location. If the issue remains unresolved either party may request involvement of the GM-UAW Skilled Trades and Apprentice Committee. Any remaining unresolved issues may be introduced into the second step of the grievance procedure as provided in Paragraph (31) of the National Agreement.

Settlements made by the local parties concerning the assignment of work functions as between represented and non-represented employees in relation to the new or advanced technology discussed will be forwarded to the International Union and the Corporation and will be reviewed by the GM-UAW Skilled Trades & Apprentice Committee within thirty (30) days of receipt of the settlement. In the event either the Corporation or the International Union does not approve the settlement following the review by the National Committee, the subject matter in dispute will be referred to the Management-Shop Committee Step of the Grievance Procedure and processed in accordance with the applicable provisions of the Grievance Procedure.

[See CSA #1924]

AGREEMENT

Entered into this 26th day of September, 2007
LLC Corporation, hereinafter referred to as the
Corporation or the Company, and the International
Union, United Automobile, Aerospace and Agricultural
Implement Workers of America, hereinafter referred to
as the Union, as representing the production and
maintenance employees and the mechanical employees
in engineering shops in certain of the
Company's plants.

DATE INITIALED: SEP 15 2011

INITIALED BY PARTIES: ER DE

AGREEMENT

Between

GENERAL MOTORS
LLCCORPORATION

and the

UAW

~~September 26, 2007~~

~~(Effective October 15, 2007)~~

-001gmA01

1

DATE INITIALED: SEP 15 2011

INITIALED BY PARTIES: BR DE

2

PREFACE

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

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

Powers of the Umpire

(46) It shall be the function of the Umpire, after due investigation and within a reasonable period of time after submission of the case, to make a decision in all claims of discrimination for Union activity or membership and in all cases of alleged violation of the terms of the following sections of this Agreement, and written local or national supplementary agreements on these same subjects: Recognition; Representation; Grievance Procedure; Seniority; Disciplinary Layoffs and Discharges; Call-In Pay; Working Hours; Leaves of Absence; Union Bulletin Boards; Establishment of New Plants; Strikes, Stoppages and Lockouts; Wages, except Paragraph (97); General Provisions; Apprentices; Skilled Trades, except as provided hereinafter; Vacation Entitlement; Holiday Pay; Paragraphs (79) through (79f), relative to procedures on Production Standards; Paragraph (79h); and of any alleged violations of written local or national wage agreements. The Umpire shall have no power to add to or subtract from or modify any of the terms of this Agreement or any agreements made supplementary hereto; nor to establish or change any wage; nor to rule on any dispute arising under Paragraphs (78) through (78d), (79g) or (79i) regarding Production Standards; nor to rule on a case handled pursuant to Paragraph (42a)(2). The Umpire shall have no power to rule on any issue or dispute arising under The Waiver Section, Paragraphs (226), (227) or the Pension Plan, Life and Disability Benefits Program, Health Care Program, Profit Sharing Plan, Personal Savings Plan, Legal Services Plan, Supplemental Unemployment Benefit Plan Section, or Dependent Care Reimbursement Plan, Personal Retirement Plan, or Flexible Spending Account Health Care Reimbursement Plan, except with respect only to the question of whether a discharged employee should receive a supplemental allowance pursuant to Section 7 of Article II of the Pension Plan (Exhibit A-1). Any case appealed to the Umpire on which the Umpire has no power to rule shall be referred back to the parties without decision.

[See Par. (220)]

[See App. F-2]

[See Doc. 27]

[See CSA #8]

[See Exhibit D GIS Elimination Letter]

(69) Any employee who has been transferred from a supervisory position to a job classification in the bargaining unit shall be credited with seniority as hereafter established provided:

~~{See App. K, IV(C)15}~~

~~{See Doc. 86}~~

(a) The employee previously worked on a job classification in the bargaining unit. This shall also be applied to employees who were promoted prior to certification of the Union.

(b) The employee's employment with the Corporation has remained unbroken.

The seniority of such employee returning to the bargaining unit will be established as provided below:

1. All seniority established prior to March 1, 1977.
2. All time worked in the bargaining unit subsequent to March 1, 1977.
3. All time worked in a supervisory position subsequent to October 15, 1984 and prior to January 1, 2000.
4. All time worked in a temporary supervisory position that ~~did~~ does not exceed 120 days in any calendar year ~~subsequent to between~~ January 1, 2000 and December 31, 2011.
5. All time worked in a supervisory position that does not exceed 180 days in any calendar year subsequent to January 1, 2012.

Such employee will be returned to the classification in the department or group previously held prior to leaving the bargaining unit if such assignment did not exceed sixty (60) days. However, if such last previously held classification in the department or group is no longer in existence, the employee may be placed in accordance with Paragraph (59). In no event shall such employee be transferred to a bargaining unit job at a time when the employee has insufficient seniority to be so placed.

When an employee is transferred from the bargaining unit to a supervisory position, the Chairperson of the Shop Committee will be given a letter specifying the employee's name. When such supervisory employee is returned to a job classification in the bargaining unit, the Chairperson of the Shop Committee will be given a letter notifying of such transfer back into the bargaining unit. The transfer of an employee from a supervisory position back into the bargaining unit will not result in the layoff of a seniority employee.

(84)

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

Time and One Half

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

DATE INITIALED: SEP 14 2011
INITIALED BY PARTIES: BR AA

(87)(6)

Such employees shall be paid an additional thirty cents (30¢) per hour for time worked, which shall be included in computing vacation entitlement pay, ~~Independence Week Shutdown pay~~, holiday pay, bereavement pay, jury duty pay, short-term military duty pay, overtime and night shift premium.

Premium payments shall not be duplicated for the same hours worked under any of the terms of this Section.

Exceptions to Above Overtime Payment

(87) Employees working in necessary continuous seven-day operations whose occupations involve work on Saturdays and Sundays shall be paid time and one-half for work on these days only for compensated hours ~~in excess of~~ forty hours in the employee's working week, except as otherwise provided in paragraph (1) below:

[See Par. (206)]

DATE INITIALED: SEP 14 2011

INITIALED BY PARTIES: BR [Signature]

(96a)

(2) When employees are relocated, they will be given a choice from the following Relocation Packages:

(a) Option 1- Enhanced Relocation:

Employees will receive a Relocation Allowance up to a maximum of \$30,000, \$6,000 of which will be provided as a signing bonus to cover miscellaneous up-front cash expenditures. An additional amount of \$16,000 will be paid to the employee at the new location.

In addition, spousal relocation assistance will be provided.

After one (1) year of employment, employees may receive \$8,000 if they continue to be employees of the new location.

Employees who are placed in accordance with Appendix A and accept the Enhanced Relocation Allowance will not be eligible to initiate another Extended Area Hire placement or initiate an Area Hire placement as an active employee for a period of 36 months unless the employee's status changes to laid off or ~~Protected~~. In the event the plant has employees on permanent indefinite layoff or placed on ~~Protected status~~ with no likelihood of recall into the active workforce, the 36 month period will be eliminated.

Employees receiving the Enhanced Relocation Allowance will terminate their seniority at all other GM locations and, therefore, not be eligible for recall/rehire or Return to Former Community.

Detailed information regarding payments and other Relocation Help Services regarding the Enhanced Relocation Allowance will be made available to employees.

096a2A01

1

DATE INITIALED: SEP 14 2011

INITIALED BY PARTIES: BR DC

(b) Option 2- Modified Enhanced Relocation:

The Modified Enhanced Relocation option is available only to employees transferred involuntarily under the provisions of Appendix A, Extended Area Hire.

Employees will receive a Relocation Allowance up to a maximum of \$30,000, \$4,800 of which will be provided as a signing bonus to cover miscellaneous up-front cash expenditures.

In addition, spousal relocation assistance will be provided.

If they continue to be employees at the new location, the following schedule of additional payments will be made on the anniversary of their start date:

After 1 year: \$5,200
After 2 years \$10,000
After 3 years \$10,000

Employees choosing the Modified Enhanced Relocation may exercise their recall and Return to Former Community rights after six (6) months of employment at the new location.

Employees who choose to Return to their Former Community are not entitled to receive any additional relocation payments. In addition, employees refusing to Return to Former Community are not entitled to receive the \$6,000 payment for relinquishing their Return to Former Community rights.

(b)(c) Option 23 - Basic Relocation:

Employee will receive Relocation Allowance in the amount of \$4,800.

The employee who accepts the Basic Relocation Option will be eligible to apply for return to former community or an Extended Area Hire application in accordance with the Memorandum of Understanding Employee Placement (Section II – Extended Area Hire and Seniority Return to Former Community–Section VI) after working at the plant of relocation for a period of six (6) months or upon indefinite layoff from the plant of relocation.

[See App. A]

(98) New employees hired on or after the effective date of this Agreement, who do not hold a seniority date in any General Motors plant and are not covered by the provisions of Paragraph (98b) below, shall be hired at a rate equal to seventy (70) percent of the maximum base rate of the job classification. Such employees shall receive an automatic increase to:

[See Par. (99),(101)(g)]

[See Doc. 87]

[See CSA #10]

(1) seventy-five (75) percent of the maximum base rate of the job classification at the expiration of twenty-six (26) weeks.

(2) eighty (80) percent of the maximum base rate of the job classification at the expiration of fifty-two (52) weeks.

(3) eighty-five (85) percent of the maximum base rate of the job classification at the expiration of seventy-eight (78) weeks.

(4) ninety (90) percent of the maximum base rate of the job classification at the expiration of one hundred and four (104) weeks.

(5) ninety-five (95) percent of the maximum base rate of the job classification at the expiration of one hundred and thirty (130) weeks.

(6) the maximum base rate of the job classification at the expiration of one hundred and fifty-six (156) weeks.

Such an employee who is laid off prior to acquiring seniority and who is re-employed at that plant within one year from the last day worked prior to layoff shall receive a rate upon re-employment which has the same relative position to the maximum base rate of the job classification as had been attained by the employee prior to layoff. Upon such re-employment, the credited rate progression period of an employee's prior period of employment at that plant shall be applied toward their rate progression to the maximum base rate of the job classification.

For the purpose of applying the provisions of this Paragraph (98), (98a), and (98b) only, an employee will receive one week's credit toward acquiring the

DATE INITIALED: SEP 14 2011

INITIALED BY PARTIES: BR DL

maximum base rate of the job classification provided the employee had worked in that given week. Credit will not be given for any week during which for any reason, the employee does not work except as provided in Paragraph (108) and when the Christmas Holidays consists of a full week ~~and the Independence Week Shutdown~~, provided the employee would otherwise have been scheduled to work. Notwithstanding other provisions of this Agreement, full weeks of time lost for vacation during the Plant Vacation Shutdown Week(s), bereavement, military duty and Family Medical Leave Act, if the employee would otherwise have been scheduled to work, will be considered as time worked. Each increase shall be effective at the beginning of the first pay period following the completion of the required number of weeks of employment.

DELETE

(101)(a)(3) Effective September 15, 2007, each employee in a skilled trades job classification which qualifies for journeyman/woman status under the provisions of Paragraph (178) of this Agreement shall receive a tool allowance adjustment of twenty cents (20¢) per hour added to the base rate, except each employee in a "Skilled" Apprentice job classification shall receive that wage increase, if any, which is applicable in accordance with the provisions of the Apprentice Rate Schedule set forth in Paragraph (151) of the Agreement.

[See Par. (178) and (151)]

DATE INITIALED: SEP 16 2011
INITIALED BY PARTIES: BR AA

(101)(b)(1) An otherwise eligible employee who, during the twelve (12) month period immediately preceding the eligibility date, retires or dies during the will be eligible for partial payment of the Performance Bonus Lump Sum in accordance with the following table: eligibility year provided in (101)(b) and who, but for such retirement, would have had seniority as of the designated eligibility date, shall qualify for the Performance Bonus as defined in (101)(b):

<u>Weeks Worked</u>	<u>Amount of Payment</u>
13 Weeks but Less than 26 Weeks	\$250
26 Weeks but Less than 39 Weeks	\$500
39 Weeks or more	\$750

For employees who have died, such Performance Bonus Lump Sum shall be paid to their duly appointed legal representatives, if there be one, and, if not, to the spouses, parents, children, or other relatives or dependents of such persons as the Company in its discretion may determine.

DELETE

(101)(b)(2) In the case of employees who die during the Performance Bonus eligibility year, a Performance Bonus shall become payable as if they were seniority employees on the designated eligibility date and calculated based on their Qualified Earnings during the eligibility year as defined in (101)(b) above. Such Performance Bonus shall be paid to their duly appointed legal representatives, if there be one, and, if not, to the spouses, parents, children, or other relatives or dependents of such persons as the Corporation in its discretion may determine.

(101)(b) Performance Bonus Lump

Sum Payments.

During the current negotiations, the parties agreed to provide a lump sum payment to each eligible employee represented by the Union in accordance with the following table:

<u>Eligibility Date</u>	<u>Amount</u>	<u>Payable During Week Ending</u>
<u>May 15, 2012</u>	<u>\$1000</u>	<u>June 10, 2012</u>
<u>May 15, 2013</u>	<u>\$1000</u>	<u>June 9, 2013</u>
<u>May 15, 2014</u>	<u>\$1000</u>	<u>June 8, 2014</u>

Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:

- Active with seniority;
- On temporary layoff status;
- On leave pursuant to Family and Medical Leave Act;
- On one of the following leaves of absence which has not exceeded ninety (90) days as of the eligibility date:
 - Informal (Paragraph 103)
 - Formal (Paragraph 104)
 - Sickness and Accident (Paragraphs 106/108)
 - Military (Paragraphs 112 or 218[a])
 - Educational (Paragraph 113)

In addition, should the International Union, UAW-GM Department raise any question of equity in application regarding specific employees, the Company agrees to meet on such cases in order to review the facts.

The Performance Bonus provided herein recognizes that a continuing improvement in the standard of living of employees depends upon technological progress, better tools, methods, processes and equipment, and a cooperative attitude on the part of all parties in such progress. It further recognizes the principle that to produce more with the same amount of human effort is a sound economic and social objective. Accordingly, a Performance Bonus payment will be made to each

DATE INITIALED: SEP 16 2011

INITIALED BY PARTIES: BR DA

eligible employee in accordance with the following table:

Eligibility Date	Amount	Payable During Week-Ending
September 15, 2008	Three percent (3%) of Qualified Earnings	October 12, 2008

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

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

~~— Qualified Earnings, as used herein, are defined as income received by an eligible employee from General Motors during each designated Performance Bonus eligibility year resulting from the following:~~

- ~~— Hourly Base Wages*~~
- ~~COLA*~~
- ~~Shift Premium*~~
- ~~Vacation Entitlement~~
- ~~— Holiday Pay~~
- ~~— Independence Week Shutdown Pay~~
- ~~— Seven Day Operator Premium~~
- ~~— Bereavement Pay~~
- ~~— Jury Duty Pay~~
- ~~— Apprentice Pay~~
- ~~— Call In Pay~~
- ~~— Short Term Military Duty Pay~~
- ~~— Back pay awards related to the designated eligibility year.~~

~~* Including overtime, Saturday, Sunday, and Holiday premium payments
{See Par. (101)(b)(1-2)}
{See CSA #20}~~

(117) During the life of this agreement, the Union will not cause or permit its members to cause, nor will any member of the Union take part in any sit-down, stay-in or slow-down, in any plant of the Corporation, or any curtailment of work or restriction of production or interference with production of the Corporation. The Union will not cause or permit its members to cause nor will any member of the Union take part in any strike or stoppage of any of the Corporation's operations or picket any of the Corporation's plants or premises until all the bargaining procedure as outlined in this Agreement has been exhausted, and in no case on which the Umpire shall have ruled, and in no other case on which the Umpire is not empowered to rule until after negotiations have continued for at least five days at the third step of the Grievance Procedure and not even then unless authorized by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, and written notice of such intention to authorize has been delivered to the Industrial Relations Staff of the Corporation at least five (5) working days prior to such authorization. The Union will not cause or permit its members to cause nor will any member of the Union take part in any strike or stoppage of any of the Corporation's operations or picket any of the Corporation's plants or premises because of any dispute or issue arising out of or based upon the provisions of the Pension Plan, Life and Disability Benefits Program, Health Care Program, Supplemental Unemployment Benefit Plan, Profit Sharing Plan, Personal Savings Plan, Legal Services Plan, ~~or~~ Dependent Care Reimbursement Plan, Personal Retirement Plan, or Flexible Spending Account Health Care Reimbursement Plan; nor will the Union authorize such a strike, stoppage, or picketing. In case a strike or stoppage of production shall occur, the Corporation has the option of cancelling the Agreement at any time between the tenth day after the strike occurs and the day of its settlement. The Corporation reserves the right to discipline any employee taking part in any violation of this Section of this Agreement.

[See Par. (46),(78a),(78b)]

[See App. F2]

[See CSA #13]

[See Exhibit D GIS Elimination Letter]

DATE INITIALED: SEP 14 2011

INITIALED BY PARTIES: BR DC
21

(122)

d. To receive reports by the plants having apprentices of the number of apprentices within each training period by apprentice classification and the number of journeymen/women person by classification included in the ratio of apprentices in training to journeymen/women person.

[See Par. (140),(178-178a)]

122dA01

1

DATE INITIALED: SEP 11 2011
INITIALED BY PARTIES: BR [Signature]

(122)

g. To review the status of ~~EIF~~
journeyperson-in-training (JIT) programs in accordance
with Appendix H.

122gA01

1

DATE INITIALED: **SEP 11 2011**
INITIALED BY PARTIES: DR JR

(123) ~~The present Revised shop and related training schedules will remain in effect until replaced by revised schedules. The revised schedules will be adopted for new apprentices entering into current apprenticeable trade classifications. The revisions will also apply to those apprentices presently in the training program to the extent that they can be integrated into such revised programs without interfering with the progress of the apprentice. If local plant requirements indicate deviation should be made in such shop or related training schedules, proposed changes must be referred to the GM-UAW Skilled Trades and Apprentice Committee, together with the reason for requesting the deviation, for consideration. The present shop training schedules which have not been agreed to, will be reviewed by the GM-UAW Skilled Trades and Apprentice Committee as soon as possible.~~

[See Par. (122),(124),(126),(149)]

DATE INITIALED: SEP 11 2011
INITIALED BY PARTIES: BR JL

Local Apprentice Committee

(124) A Local Apprentice Committee composed of two (2) Union members and two (2) Management members shall be established in each plant in which apprentices are employed. The International Union shall appoint journeymen/women persons from the plant as members of the Local Apprentice Committee, one of whom shall be designated as the Chairperson of the Union members of the Local Apprentice Committee. Local Management shall notify the local Union of its members, one of whom shall be designated the Apprentice Coordinator.

[See Par. (123),(126)]

[See Doc. 61,75,76]

124A01

DATE INITIALED: SEP 11 2011
INITIALED BY PARTIES: BR [Signature]

(126) The Local Apprentice Committee shall meet at a mutually agreed-upon time on an as needed basis~~at least once each 30 days, unless otherwise agreed to extend the time between meetings.~~ Apprentice Committee persons will be paid their regular rates for time spent in such meetings and for the necessary time to properly perform their duties and functions provided for in Paragraph (127) for the hours they would otherwise have worked in the plant. Minutes of such meetings will be furnished to the Union members of the Local Apprentice Committee within seven (7) calendar days from the date of the meeting. Issues unresolved at the local level may be referred to the GM-UAW Skilled Trades and Apprentice Committee for resolution.

[See Par. (123),(124)]

DATE INITIALED: SEP 11 2011

INITIALED BY PARTIES: BR JL

(127) The duties and functions of the Local
Apprentice Committee shall be as follows:
[See Par (126),(140)]

(a) To negotiate on issues involving the
effect of the employment of apprentices on the
employment of ~~journeymen/women~~persons in the
trades involved.

(b) To study other matters that may involve
the training of apprentices by
~~journeymen/women~~persons in the shop. When
machinery, equipment or material is introduced or
modified and new skills are required in the
~~journeymen/women~~person classification in the plant,
the matter may be reviewed to determine the effect on
the shop and related training of apprentices including
necessary revision of such training. If requested,
arrangements will be made with the Apprentice
Coordinator for the Local Apprentice Committee to
investigate the new skills on the plant floor as a part of
their review. When a meeting is held with the local
educational institution providing related training to
implement changes in the related training curriculum,
the Union members of the Local Apprentice Committee
will be given the opportunity to attend.

[See Statement on Technological Progress]

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

(d) (1) To interview tested apprentice applicants
in accordance with the Apprentice Selection Procedure.
Interview results will be combined with test scores by
central scoring where separate lists will be developed,

DATE INITIALED: SEP 11 2011
INITIALED BY PARTIES: BTB PA

one for seniority employee applicants and one for all other applicants, each list to be in descending order of points scored for each classification for which they have applied. The lists for each apprentice classification will be provided by central scoring for review by the Local Apprentice Committee. When apprentices are selected, such selections shall be on the basis of at least two from the seniority employee applicant list for every one selected from the other list in descending order of total point score in accordance with the Apprentice Selection Procedure; however, more selections from the other list may be made in the event sufficient seniority employee applicants are not available. Notwithstanding the above provisions of this Paragraph, laid off apprentices may be placed in the classification from which they were laid off prior to the selection of new applicants from either the seniority employee applicant list or the one from all other applicants.

[See Doc. 20,62,63]

(d) (2) When a list of qualified applicants for a classification is exhausted, additional qualified applicants may be placed on the list for that classification, ~~but in any event additional qualified applicants will be added to the list at twelve (12) month intervals. Changes in the twelve (12) month interval referred to in this Paragraph may be recommended to the GM UAW Skilled Trades and Apprentice Committee.~~

[See Doc. 63]

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

[See Par. (85),(86)]

(e) All applications for apprenticeship will be available upon request for review by the Chairperson

of the Union members of the Local Apprentice
Committee

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

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

[See Memo-Tuition Assistance Plan]

[See Doc. 60]

(h) The Apprentice Coordinator and the Chairperson of the Union members of the Local Apprentice Committee may confer with new apprentices for the purpose of acquainting the apprentices with the role of the Company Corporation, Local Management, the Union and the National and Local Apprentice Committees in the apprentice program and to ascertain that the apprentices understand their status and obligations as apprentices in accordance with the Apprentice Training Agreement provided for in Paragraph (144).

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

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

[See Par. (132)]

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

(l) Each six months the Chairperson of the Union members of the Local Apprentice Committee will be furnished with a list of the number of apprentices in each training period by classification and the number of ~~journeymen/women~~persons by classification included in the ratio of apprentices in training to ~~journeymen/women~~persons.

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

[See Par. (145)]

Allowance - Tools, Books, Supplies

(143) As soon as practicable after being placed in an apprentice group, apprentices will be paid an allowance of \$300.00 for the purchase of tools, books and supplies. In addition, apprentices will be furnished an appropriate tool box, which will become the property of the apprentice upon graduation. ~~At the same time and also -~~ Upon satisfactory completion of the first period of 916 hours of work they will be paid an additional allowance of \$300.00~~200.00~~ for the purchase of tools, books and supplies. Upon satisfactory completion of the second, third, fourth, fifth, sixth and seventh periods of 916 hours of work in the apprentice program, apprentices will be paid \$100.00 for the purchase of tools, books and supplies. Management will assist apprentices in obtaining tools. Upon completion of all shop and related training requirements and graduation, apprentices will receive the balance, if any, of the total allowance of \$1,400.00~~1,200.00~~ including credit granted for prior experience pursuant to Paragraph (132) less any such payments previously received.

DATE INITIALED: SEP 11 2011
INITIALED BY PARTIES: BR DR

(148) The ~~Company~~ ~~operation~~ agrees to pay, on behalf of apprentices covered by this Agreement, registration fees and/or tuition required in connection with related training under the apprentice program, but not to exceed 576 hours of related training. However, if an apprentice does not meet the minimum grade criteria of a "C" or higher, they will be required to retake the specific class on their own time and at their expense.

[See Par. (137)(d),(145)]

DATE INITIALED: SEP 11 2011
INITIALED BY PARTIES: BR JK

Skilled Trades Vacancies

(152) Management will study its future tool, die, maintenance, machine repair, wood and metal pattern shop needs, and at least once each six months will post on the bulletin board a list of jobs, if any, for which a shortage of journeymen/women journeypersons is anticipated. Where qualified journeymen/women journeypersons are not available either through new hires, from journeymen/women journeypersons currently working on other than skilled trades classifications who have submitted appropriate documents to Management pursuant to Paragraph (178), or from graduated apprentices, employees working on other than skilled trades classifications will be permitted to file application for vacancies in skilled trades classifications listing their qualifications for such jobs. However, subject to rules and conditions established by written local agreement employees working in skilled trades classifications may be permitted to file application for vacancies in other skilled trades classifications listing their qualifications for such jobs.

[See Par. (153)]
[See Doc. 63]

DELETE

(153) Notwithstanding other provisions of this Agreement, Management may select non-journeymen/women seniority employees who have previously filed an application as provided above for transfer to the skilled trades classifications for training and to perform the work in such classifications. Employees transferred to skilled trades classifications shall be selected on the basis of their qualifications, [including time worked after January 1, 1968, pursuant to Paragraph (179) unless otherwise mutually agreed between Management and the Shop Committee], and when their qualifications are equal, employees with the longest seniority will be given preference. The recruitment, selection, employment, and training of employees-in-training (E.I.T.) shall be without discrimination because of race, color, religion, national origin, sex, or sexual orientation. Affirmative action will be taken to provide equal opportunity in the Employee-in-Training Program.
[See Par. (6a),(152),(154)]
[See App. H;K]

DATE INITIALED: SEP 14 2011
INITIALED BY PARTIES: BR JA

DELETE

(154) Where no applications of seniority employees with qualifications have been filed for transfer, non-seniority employee applicants may be transferred or new non-journeymen/women applicants with qualifications may be hired for the work.

[See Par. (153)]

**Classification of ~~"Employees in Training" and~~
~~"Employees in Training Seniority"~~
"Journeyman-in-Training"**

[See App. I]

(155) Employees transferred to an
apprenticeable a-skilled trades classification in which
they do not hold ~~journeyman/woman or E.I.T.S.~~
~~journeyman~~ status, ~~or non-journeyman/woman new-~~
~~hires assigned to a skilled trades classification in which~~
~~they do not qualify for E.I.T.S. status~~, shall be
~~identified~~ reclassified in the skilled trades classification
in which they are working as a journeyman
~~employees-in-training~~ (e.g., "Lathe Operator Millwright
~~{E.I.T.}~~", "J.I.T.", "Tool Maker ~~{E.I.T.}~~"- J.I.T.").
~~until their status is changed to employee in training~~
~~seniority (E.I.T.S.) or they are~~ Upon successful
completion of training, the J.I.T. will be reclassified as
~~journeymen/women a~~ journeyman in such
classification in accordance with provisions of
Paragraph (166).

[See Par. (156)]

[See App. B,C]

DELETE

(156) An employee or a non-journeyman/woman new hire who completes or has completed at least four years of work as an employee-in-training (E.I.T.) in any one skilled trades classification in any General Motors plant shall be identified in such skilled trades classification as an "Employee-in-Training Seniority" (e.g., "Lathe Operator [E.I.T.S.]", "Tool Maker [E.I.T.S.]"), as of July 1, 1977, if the employee is working in that skilled trades classification, or upon transfer or recall to that skilled trades classification if later than July 1, 1977, until classified as a journeyman/woman in such classification in accordance with Paragraph (166), except as provided in Appendix C.
[See Par. (155),(157)(a)(1),(167),(168)]
[See Par. (175)(3),(180)(c)]

**Seniority of "Journeypersons-in-Training" and
"Employees-in-Training-Seniority"**

[See App. I]

(159) ~~Journeypersons~~ ~~Employees-in-training~~
~~Training (E.I.T.)(J.I.T)~~ and ~~employees-in-training-~~
~~seniority (E.I.T.S.)~~ shall retain and accumulate seniority
in the seniority group in which it is established at the
time of their transfer to the ~~journeyperson~~ ~~employee-in-~~
training status.

[See Doc. 63 & 112]

DATE INITIALED: SEP 11 2011

INITIALED BY PARTIES: ER DE

~~(165) Employees in training (E.I.T.) or employees in training seniority (E.I.T.S.), who may be returned to a skilled trades classification assignment in keeping with these provisions, shall be given the same rate position they had attained at the time they were last classified in such classification except as otherwise provided in Paragraph (181a). Employees in training (E.I.T.) or employees in training seniority (E.I.T.S.) who may be transferred to E.I.T. status in a skilled trades classification which is related to the skilled trades classification in which they held the status of E.I.T. or E.I.T.S., shall be given the same rate (adjusted for any intervening general wage increases) they had attained at the time they were classified in the former classification, but not greater than the maximum rate of the new classification.~~

~~{See Par. (160),(163),(180)(e),(181a)}~~

~~{See App. C}~~

Journeyman-in-Training (J.I.T.) Tooling Allowance

(165) When a seniority journeyman is retrained, whether under Document #63 or #112, the following provisions will apply:

- (1) Employees permanently reassigned pursuant to Document #63 will receive a maximum allowance of \$350 at the midpoint of their approved retraining program, to be applied toward the purchase of tools that are unique to the new trade.
- (2) When employees are consolidated into a new core trade pursuant to Document #112, they, along with all current active employees of the core trade will receive a maximum allowance of \$700 once retraining commences.
- (3) It is understood that these allowances will not duplicate any similar allowance/grant that the employee has received or might subsequently receive under the terms of any other national or local agreement provisions.

DATE INITIALED: SEP 11 2011

INITIALED BY PARTIES: BR DE

**Reclassification to Journeyman/~~woman~~-person
Status**

[See App. I]

(166) Effective July 1, 1977, employees who are or were classified as employees-in-training (E.I.T.) or employees-in-training-seniority (E.I.T.S.) for the first time subsequent to September 1, 1958, shall be classified as journeyman/~~woman~~person when they have worked eight (8) years in that skilled trades classification in any plant, except as provided in Appendix C, and except that such employees who were not working in that skilled classification on July 1, 1977, due to layoff or reduction in force will be reclassified to journeyman/~~woman~~person status upon recall to the skilled classification.

[See Par. (155),(156),(167),(170),(171)]

NEW

(166)(a) Journeypersons-in-training (J.I.T.) who establish seniority in accordance with Paragraph (157) (a) shall be classified as a journeyperson upon successful completion of their approved retraining plan.

DATE INITIALED: SEP 11 2011

INITIALED BY PARTIES: BK JL

(167) In determining whether employees have worked in a skilled trades classification the time required in order to qualify for journeyman/~~woman~~person status in that classification pursuant to Paragraph (166) and (166) (a), they may receive credit for the work they performed while classified in another skilled trades classification which is related to the one in which they are being reclassified as a journeyman/~~woman~~person, in accordance with Paragraph (168) and (169).

[See Par. (156),(178a)]

DATE INITIALED: SEP 11 2011

INITIALED BY PARTIES: BR JR

DELETE

(168) After the completion of the period of time specified in Paragraph (156) for reclassification to E.I.T.S. status, employees may be credited with the hours worked in the related classification in any plant but not in excess of two times the number of hours outlined in a General Motors-UAW apprentice training program for such classification of work.

[See Par. (167),(169)]

DATE INITIALED: SEP 14 2011
INITIALED BY PARTIES: BR AH

DELETE

(169) In computing credit for work performed under Paragraph (168), employees shall be credited with one week for each 40 hours of work performed.

[See Par. (167)]

DATE INITIALED: SEP 14 2011

INITIALED BY PARTIES: BR AK