

Agreement

Between Spring Hill Site

GENERAL MOTORS CORPORATION

and the

UAW LOCAL 1853



LOCAL AGREEMENTS

Effective May 17, 2018

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**CONTRACT SETTLEMENT AGREEMENT
SPRING HILL SITE
GENERAL MOTORS CORPORATION**

Memorandum of Agreement entered into this 21st day of March, 2018, between the Spring Hill Site of General Motors, LLC and the United Automobile, Aerospace, and Agricultural Implement Workers of America, Local 1853.

Agreement reached as follows:

1. It is understood that the Local Seniority Agreement, the Local Shift Preference Agreement, the Local Wage Agreement, all other written Local Agreements and Memorandums of Understanding will each be considered resolved in accordance with its terms and as required when approved by the Corporation and the International Union.
2. This Local Agreement is subject to written notice of ratification to Management by the Local Union.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives the day and year first written above.

LOCAL #1853, International Union,
United Automobile, Aerospace,
Agriculture Implement Workers of America

Spring Hill Site,
General Motors LLC

Michael D. Herron
Danny Taylor
Danny Bragg
Rodney C. Brown
Joseph B. Minella
Steve Roberts
Mark Wilkerson

Jeffrey Caine
Steve Saults
Danielle Clarke
Ekelemchi Okpo

PREAMBLE

This Agreement is entered into between the Spring Hill Site of General Motors LLC (GM) and Local 1853 of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW). The Parties have long recognized the need for new approaches to Union/Management relations and the recognition that people are our most valuable asset in the manufacturing of vehicles in the United States. GM and the Union recognize the necessity of further developing innovative approaches to Union/Management relations to accomplish our mutual objectives. General Motors, Spring Hill Site and the Union understand fully the necessity to successfully forge a renewed commitment to a cooperative problem-solving relationship and demonstrate that competitive, world class, quality vehicles can be manufactured in Spring Hill with a represented work force. The mission of the Spring Hill Site is to safely build world-class vehicles, engines, and components. In this regard, the parties believe that symbols should be positive to promote our Mission and Values and the parties will strive to achieve positive symbols that minimize the differentiation between people in the elements of a successful organization. It is in this renewed spirit of mutual respect and recognition of each other's stakes and equities that this Agreement is entered into and agreed upon.

**SENIORITY AGREEMENT
SPRING HILL SITE
GENERAL MOTORS LLC
U.A.W. – LOCAL 1853**

This agreement is entered into this 21st day of March, 2018, between the Spring Hill Site Management, General Motors LLC, and the Shop Committee of Local 1853, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union.

**SECTION I
ACQUIRING SENIORITY**

A team member shall acquire seniority as provided in the National Agreement, General Motors LLC and the International Union, UAW, subject to the following:

1. When a team member acquires seniority, their name shall be placed on the seniority list of the non-interchangeable occupational group to which the team member is assigned on the date seniority is acquired. These seniority lists shall be updated once a month on the 15th or the first business day after, and posted in accordance with the National Agreement provisions in a manner acceptable to the Local Parties.
2. When two or more team members have the same plant seniority date, they shall be listed by their last name (new last names acquired after the date of hire as a result of marriage shall not change the ranking of a team member on the seniority list), as of the date hired, A to Z except as otherwise provided in the National Agreement.
3. Each Journeyperson shall establish a Skilled Trades date of entry when he/she begins work in a specific classification. In the case of a tie, the order shall be established by their GM Corporate Skilled Trades date, GM Corporate Seniority date, then alphabetically by last name, as of the date of hire (from A to Z except as otherwise provided in the National Agreement).
4. A qualified journeyperson transferred from a nonskilled occupational group into a Skilled Trades group, who has not previously established seniority in such Skilled Trades group, will have a seniority date of entry status in the Skilled Trades group as of the date of transfer.

5. All current and former Saturn Production or Skilled Trades employees will have their Plant Seniority Date or Date of Entry established pursuant to the terms and conditions of Appendix A – Memorandum of Understanding Employee Placement of the September 26, 2007 National Agreement between General Motors LLC and the UAW, as if such employee had never broken seniority when transferring between General Motors and the former Saturn Corporation.
 - a. Division I
 - i. Plant Seniority Date in compliance with the National Agreement
 - ii. GM Corporate Hire Date (unbroken seniority)
 - iii. Alphabetically by last name as of date of hire from A to Z
 - b. Division II
 - i. GM Corporate Skilled Trades Date of Entry in compliance with the National Agreement
 - ii. GM Corporate Hire Date (unbroken seniority)
 - iii. Alphabetically by last name as date of hire from A to Z

SECTION II DEFINITIONS

Seniority Provisions

During the course of these negotiations, the parties have agreed to the definition of Seniority Groups and Areas in Section II of the Seniority Agreement. The parties agree to make proactive Area structure provisions for both Division I and Division II Groups to facilitate comprehensive Seniority, Overtime Equalization, Transfer and Shift Preference Agreement applications.

- Spring Hill Site consists of all bargaining unit team members working in Spring Hill.
- Seniority Groups: Seniority shall be by non-interchangeable occupational groups as outlined in this Agreement.

- Areas: The entire site shall constitute one seniority unit consisting of the following Areas:

Division I:

- Body Shop
- Paint Shop/Fascia Paint/Paint Mix including Paint Hospital Repair
- Stamping
- Final Repair
- Chassis/Engine Dress
- Trim/Cockpit/Doors
- Vehicle Quality/Final 1 & Final 2 Process/Torque Monitors/ Global Customer Audit (GCA)
- Injection Molding South (Vehicle Interior Systems) High Bay (Press)
- Injection Molding South (Vehicle Interior Systems) Low Bay (Assembly)
- Injection Molding North (Polymers)
- Global Propulsion Systems (GPS) Gen V Assembly
- GPS Gen V Machining
- GPS Small Gas Engine (SGE) Assembly
- GPS Small Gas Engine (SGE) Machining
- GPS Cylinder Set Strategy Engine (CSS) Assembly
- GPS Cylinder Set Strategy Engine (CSS) Machining
- Direct Material
- Indirect Material

The parties reserve the right to alter the areas in the plant to allow for the addition of future products and or changes to the operation.

Division II:

- Skilled Trades Body Shop
- Skilled Trades Paint Shop
- Skilled Trades Injection Molding North (Polymers)
- Skilled Trades Stamping
- Skilled Trades Central Utilities Complex (CUC)
- Skilled Trades Manufacturing Floor Systems (MFS)
- Skilled Trades Global Propulsion Systems (GPS)
- Skilled Trades General Assembly
- Skilled Trades Injection Molding South (Vehicle Interior Systems)
- Skilled Trades Toolroom

The parties reserve the right to alter the areas in the plant to allow for the addition of future products and or changes to the operation.

4. Divisions: The entire site shall consist of two divisions:
 - a) Division I: All team members assigned to the Operating Technician Classification, including Team Leaders.
 - b) Division II: All team members assigned to a skilled trades classification, including Team Leaders.

**SECTION III
GENERAL
REDUCTION-IN-FORCE LAYOFF
AND REHIRE PROCEDURE**

1. In the event of an indefinite reduction in force, it is the intention of this Agreement to retain the team members with the greatest seniority. It is recognized by the parties that it is desirable to accomplish this reduction with the least disruption of production and efficiency of operation as possible. Accordingly, Management will:
 - a) Establish the number of team members to be retained in each classification and reduce the work force as provided in Paragraphs b-f below.
 - b) Retain team members with the greater seniority by non-interchangeable occupational groups.
 - c) Place team members who have insufficient seniority to be retained in their Team and/or Area but having sufficient seniority to be retained, on jobs that are operating by displacing other team members with less seniority in accordance with the attached flow chart.
 - d) Team members assigned to the Team Leader role in Division I who do not have sufficient seniority to hold their Team, but do have seniority to hold their Area will be retained in the Team they are assigned to as the Team Leader.
 - i. Team members assigned to the Team Leader role in Division I who do not have sufficient seniority to hold their Area will not be retained in the Team and are subject to all other provisions of this Agreement.
 - e) Team members who have insufficient seniority to remain within their Area will be placed on jobs that are operating within their Division, by displacing the least senior team member within the Division.
 - f) Team members may be retained up to sixty (60) days for the purpose of re-training or meeting specific business needs as determined by the parties.

2. Recall from Layoff

- a) As openings occur, following a layoff, those openings will be filled as follows:
 - i. Team Leaders on layoff may be recalled out of line of seniority for the purpose of assisting with launch or start of production functions, not to exceed sixty (60) calendar days, unless otherwise agreed upon by the parties. If no Team Leader exists, a Team Leader will be temporarily identified using the Team Leader Selection Process.
 - ii. Team members, who are working in other Areas and have an automatic return right under the provisions of Section III, 3-a, to return to the Area where the openings exist, in seniority order.
 - iii. Team members who are on layoff from the Area where the openings exist, in seniority order.
 - iv. If a business situation arises that would require specific Teams on layoff from an Area to be recalled out of line of seniority, the parties will discuss and mutually agree on the provisions prior to recall. Teams recalled will perform work within their Team's area of responsibility only.
 - v. Team members who are on layoff, division-wide, who have sufficient seniority to be retained, in seniority order.

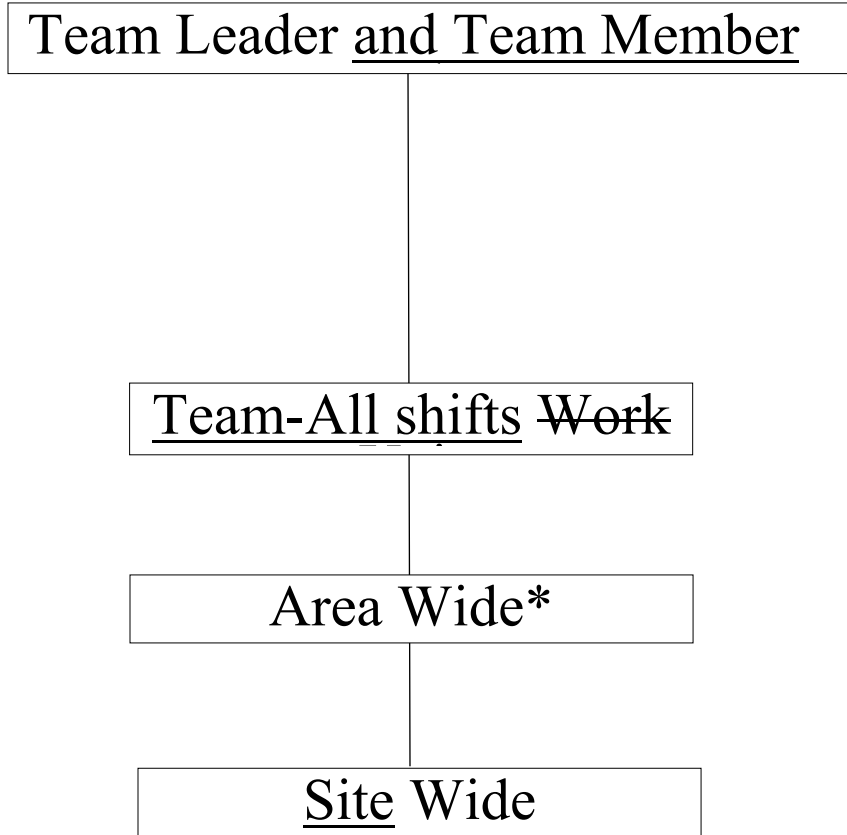
3. Return Rights

- a) Team members, involuntarily displaced from an Area, will have an automatic Area Return with Human Resources. Team members will be returned to their former Area, as openings occur. Management will return team members to such openings as soon as practical, but in any event within thirty (30) calendar days.
 - b) Team members desiring to cancel their Area Return must do so in writing with Human Resources. Such cancellation will be effective on the next business day and must be made prior to the transfer requisition being received by Human Resources.
 - c) Temporary Layoffs shall not be considered a reduction in any Area for the purpose of recall right retention.
 - d) Employees who are on indefinite layoff and/or transferred from another GM facility, come back to need-a-job status with no Area return rights.
4. When it is necessary to transfer team members pursuant to this section, the seniority of such team members will be carried into the classification to which they are transferred and will become effective as of the date of the transfer.

**SECTION IV
GENERAL
REDUCTION-IN-FORCE LAYOFF
DIVISION II**

1. The team members in this division will be governed by the same provisions as those outlined in Section III, provided, however, reductions shall be by classification and Section III, Paragraph 1, d shall not be applicable to Division II team members.
2. Team members assigned to Division II who are to be indefinitely laid off from their classification will have the option to work in Division I, seniority permitting, provided they have previously established seniority in Division I at Spring Hill.
 - a) Team members must have an application on file within seven (7) calendar days of their effective date of layoff. Management will return such team members, displacing the least senior team member within Division I. This placement will occur as soon as practical but in any event within thirty (30) calendar days after the date of application.
3. Team members in Skilled Trades and Apprentice groups who have accepted jobs in Division I will retain recall rights in Division II in accordance with their seniority status in such Division.
4. Team members, who have not accepted employment in Division I, will be recalled to work only in the Skilled Trades classification in which they hold seniority.
5. Apprentices will be laid off in accordance with Paragraphs (138 & 139) of the GM-UAW National Agreement.

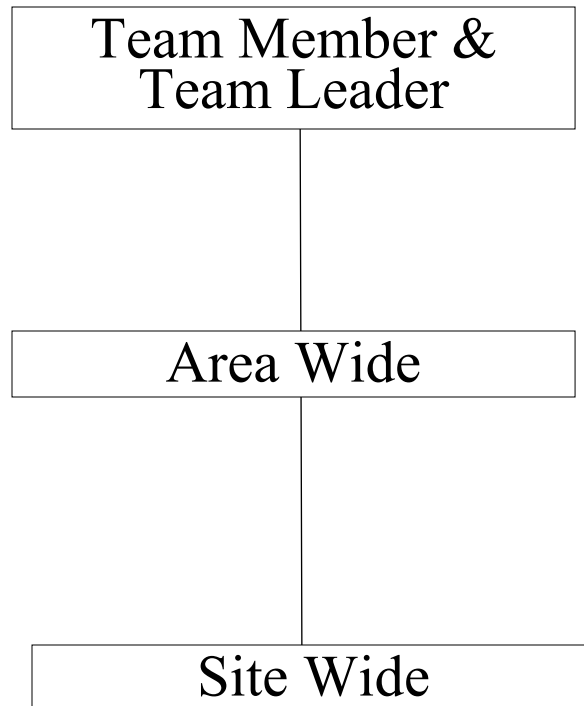
Indefinite Reduction-In-Force Chart Division I



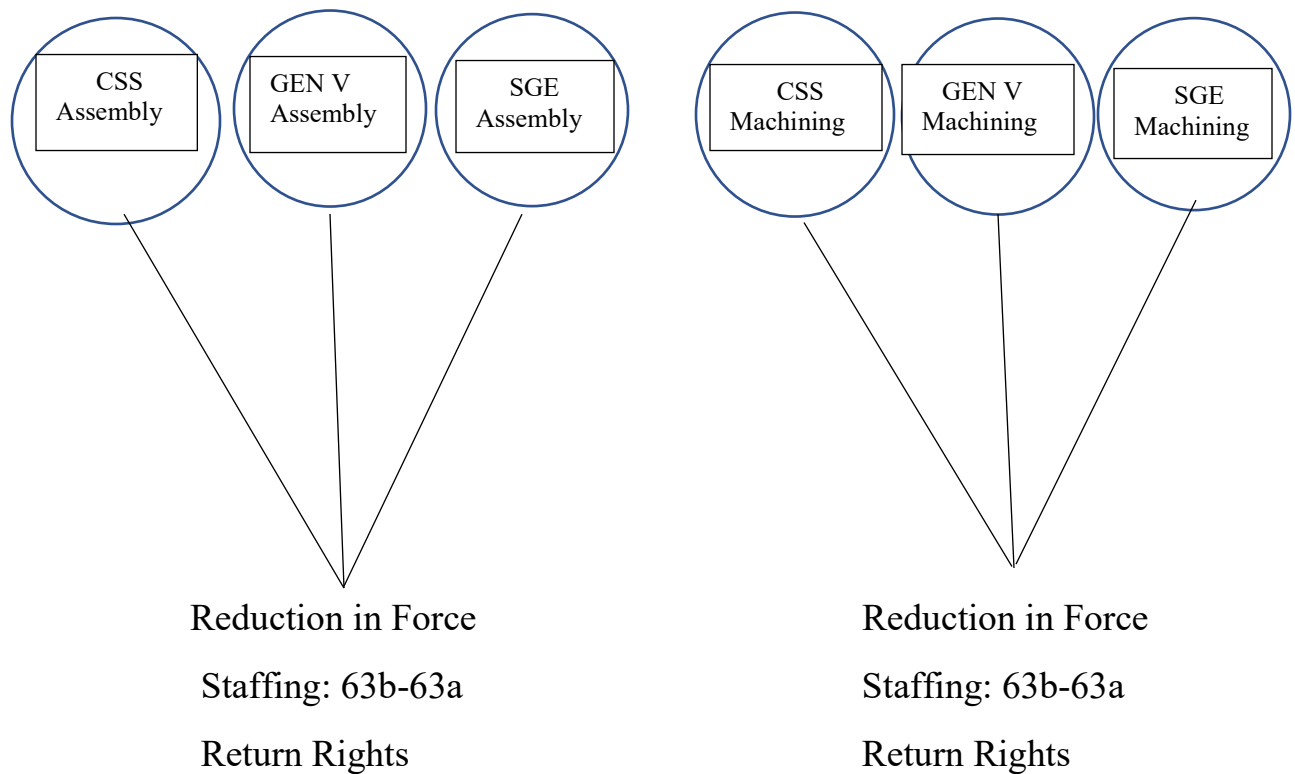
* Powertrain Machining and Assembly areas shall be combined respectfully - refer to the GPS Reciprocity agreement.

* Materials Has a Separate Flowchart Based on their Structure

Indefinite Reduction Chart Division II



POWERTRAIN STRUCTURE RECIPROCITY AGREEMENT



Note: For the purpose of Reduction of Force, Staffing, and Return Rights, each Area (Assembly and Machining) will be combined.

SECTION V
TEMPORARY LAYOFFS
DIVISION I

1. For temporary layoffs known to be less than ninety (90) calendar days, team members within the Area impacted by the Temporary Layoff with less than one year of seniority will be laid off (by seniority) immediately and the provisions listed below will not apply. Remaining team members will be laid off as follows:
 - a) When work in an Area decreases as a result of inventory, material shortage, breakdown, or other temporary conditions, team members who have made application to work with their Area leadership, will be canvassed (high to low) to be laid off. If no volunteers, then the high seniority Team member will be retained at work according to the attached chart for the specified temporary layoff time period in seniority order. Team members who are volunteering (inverse) to be on temporary layoff shall have the responsibility to understand the potential adverse impact to their benefits (i.e. profit sharing, vacation eligibility, etc.).
 - b) During a temporary (inverse) layoff, if additional team members are required to return to work, Management will assign team members to those jobs operating, beginning with the least senior team member according to the attached chart for the specified temporary layoff time period. Should the length of the lay-off be extended, the parties agree to review individual cases to return employees to work, in line with seniority.
 - c) In the event additional team members are required over and above those outlined in Paragraphs (1.a) and (1.b) above, Management will assign team members utilizing the attached charts exhausting each step before moving to the following step. Team members will be assigned beginning with the most senior team members who have made application to work. If additional assignments are required, the least senior team member will be required to work.
 - d) Applications to work must be made in writing with Human Resources, not less than seven (7) calendar days before the temporary layoff. Such applications will remain valid until cancelled by the team member not less than seven (7) calendar days before a temporary layoff.
 - e) Team members will be returned as operations resume according to the attached chart for the specified temporary layoff time period in the following order:
 - i. Team members who applied to work, but for whom no jobs were available at the time of layoff.
 - ii. Team members with the shortest length of service.
 - f) Team Leaders may be retained up to sixty (60) days for the purpose of meeting specific business needs as determined and agreed to by the parties.

- g) If the layoff under this Section continues for longer than ninety (90) calendar days after the first team member is laid off, or if production is resumed at a reduced schedule necessitating fewer team members, the provisions of Section III of this Agreement will then apply and team members having insufficient seniority to remain will be laid off, and team members eligible to be retained on other jobs will be placed as soon as possible, but in any event within fourteen (14) calendar days. However, the ninety (90) calendar day time limit may be extended by mutual agreement between the parties. If the layoff under this section continues longer than the agreed upon ninety (90 day) timeframe, the parties may agree to extend the applicable chart temporary layoff provisions. The parties agree that up to six months (180 days) temporary layoff provisions may be required when business conditions warrant application such as new product or process installation, known market shift reductions or other conditions subject to approval by the parties. At the time when the Union is notified by Management that a layoff will occur, Management will provide the Union a date of return.

**SECTION VI
TEMPORARY LAYOFFS
DIVISION II**

1. For temporary layoffs known to be less than ninety (90) calendar days, team members within the Area impacted by the Temporary Layoff with less than one-year seniority will be laid off immediately and the provisions listed below will not apply. Remaining team members will be laid off as follows:
 - a) When work in any Area decreases as a result of inventory, material shortage, breakdown, or other temporary conditions, team members, by trade, with more than one-year seniority who have made application to work with their Area leadership will be canvassed in date of entry order (high to low) to be laid off. If no volunteers, then the high date of entry, by affected trade, will be retained according to the attached chart for the specified temporary layoff time period. Team members who are volunteering (inverse) to be on temporary layoff shall have the responsibility to understand the potential adverse impact to their benefits (i.e. profit sharing, vacation eligibility, etc.).
 - b) Apprentices will be laid off prior to any Journeypersons in Division II in accordance with the GM-UAW National Agreement.
 - c) If additional team members are required, Management will assign team members by classification, according to the attached chart for the specified temporary layoff time period to those jobs operating, beginning with the least date of entry team member, by affected trade. Should the length of the lay-off be extended, the parties agree to review individual cases to return employees to work, in line with date of entry, by affected trade.
 - d) In the event additional team members are required over and above those outlined in Paragraphs (1.a) and (1.b) above, Management will assign team members by affected trade, utilizing the attached flow charts, exhausting each step before moving to the following step. Team members will be assigned beginning with the greatest date of entry, by trade, who have made application to work. If additional assignments are required, the least date of entry team member, by affected trade, will be required to work.

- e) Applications to work must be made in writing not less than seven (7) calendar days before the temporary layoff with Area Leadership. Such applications will remain valid until cancelled by the team member not less than seven (7) calendar days before a temporary layoff.
- f) Team members will be returned by affected trade, as operations resume, according to the attached chart for the specified temporary layoff time period in the following order:
- i. Team members by affected trade, who applied to work, but for whom no jobs were available at the time of layoff.
 - ii. Team members by affected trade, with the shortest date of entry.
- g) If the layoff under this Section continues for longer ninety (90) calendar days after the first team member is laid off, or if production is resumed at a reduced schedule necessitating fewer team members, the provisions of Section III of this Agreement will then apply and team members having insufficient date of entry to remain will be laid off, and team members eligible to be retained on other jobs will be placed as soon as possible, but in any event within fourteen (14) calendar days. However, the ninety (90) calendar day time limit may be extended by mutual agreement between the parties. If the layoff under this section continues longer than the agreed upon (90 day) timeframe, the parties may agree to extend the applicable chart temporary layoff provisions. The parties agree that up to six (6) Months temporary layoff provisions may be required when business conditions warrant application such as new product or process installation, known market shift reductions or other conditions subject to approval by the parties. At the time when the Union is notified by Management that a layoff will occur, Management will provide the Union a date of return.

SECTION VII ADAPT PROVISIONS

The following guidelines will be utilized to administer Document #121 of the National Agreement – ADAPT Program. As outlined in Document #121, the ADAPT Program is a voluntary program. The program was designed to enable team members with disabilities to be retained at work, or returned to work from sick leave or worker's compensation leave, and to be placed on meaningful work within their physical restriction, while complying with applicable provisions of this Local Agreement and the National Agreement, inclusive of, but not limited to, Paragraphs 6, 72, and Document #121 of the GM-UAW National Agreement.

When a team member receives work restrictions from the Plant Medical Director, the team member will be referred to the ADAPT Team to begin the Six Step ADAPT process. If the restrictions are for more than 30 days, the first and most desirable permanent placement opportunity is in the team member's team. (Step 1 under Conduct a Job Search in the Six Step Process). The ADAPT Team will seek assistance from the Working Committee to investigate whether elements of work can be rearranged with other teams to enable the team member to perform all essential functions within that team. See Document #121 (During the job search each team member that participates in the program will remain on the active payroll, until such time that the team member has been processed through the program and deemed No Job Available Within Restriction (NJAWR) signed jointly by the local ADAPT Representatives). The objective

is not to create “light” jobs, but to develop essential elements of the job that are within the team member’s restrictions.

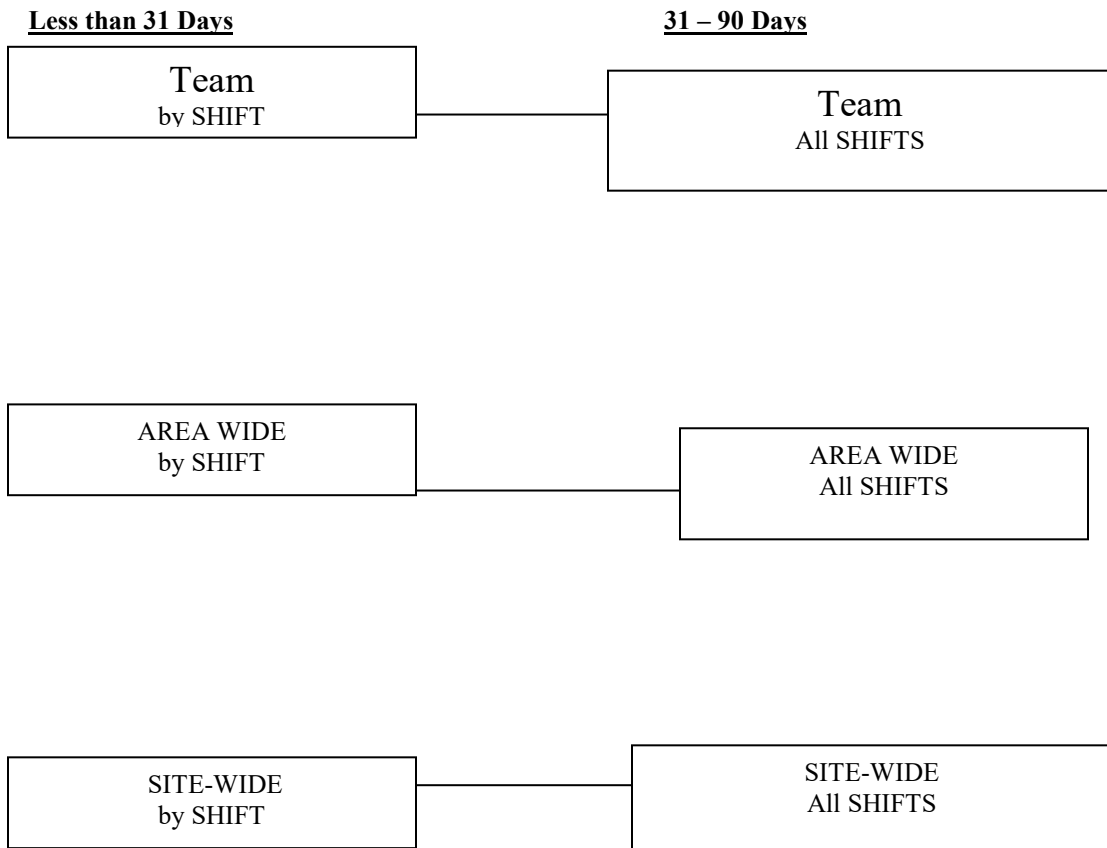
When the placement opportunities have been exhausted within the team member’s team, the ADAPT Team will then be responsible for identifying potential placement opportunities in that Area; then site wide. Upon finding that reasonable accommodation cannot be made to the employee’s normal job, pursuant to the Local Seniority Agreement, or modification to that job will cause an undue hardship to the Corporation, local Management will provide in writing a statement of unreasonable accommodation or a statement of undue hardship for the team member’s ADAPT file. Throughout this process, the team member will first be considered for placement on the team member’s current shift, seniority permitting. If there is no applicable team identified, the team member will receive such communication from the Joint ADAPT Team and referred to Medical to be placed on the appropriate disability leave of absence. If a team member has restrictions for more than 30 days and/or is permanently placed by the ADAPT team, they will no longer retain any return rights to their team or former Area.

The parties agree that if a restricted team member requests a transfer per Paragraph 63 (a) or 63 (b), or a shift change pursuant to or the Local Shift Preference Agreement, the team member must be capable of performing all of the jobs within that team.

SECTION VIII RETURN FROM LEAVE

1. Team members returning within sixty (60) days from a leave of absence will return to their former team, seniority permitting.
2. Team members returning from a leave of absence of sixty (60) days or more will displace the lowest seniority team member within the Area, seniority permitting.

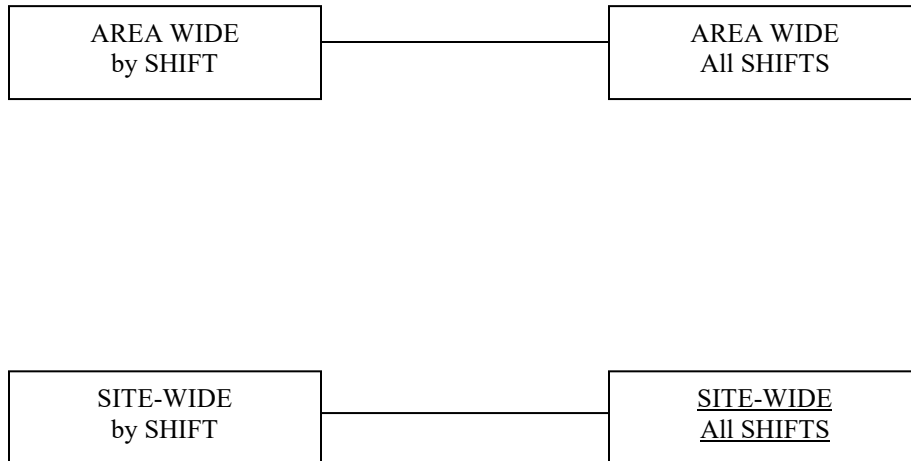
TEMPORARY REDUCTION CHART DIVISION I



TEMPORARY REDUCTION CHART DIVISION II

Less than 31 Days

31 Days – 90 Days



**SPECIAL LEAVE of ABSENCE
MEMORANDUM OF UNDERSTANDING
SPRING HILL SITE
GENERAL MOTORS CORPORATION
U.A.W. – LOCAL 1853**

During the course of these negotiations, the parties held lengthy discussions on the impact of transitioning to the GM-UAW National Agreement and the future job security of our team members. In recognition of this transition, the parties have agreed to request from the national parties Special Accelerated Attrition Programs and application of Document 117 of the GM-UAW National Agreement.

In addition, the parties have agreed to consider and implement Special Leave of Absence provisions in those circumstances to facilitate more effective manpower adjustments when Special Attrition Programs, recall from layoff instances or other times when a Special Leave is advantageous to the Company and Union by mutual agreement. When the parties have agreed to implement the Special Leave of Absence provisions, an opportunity for Spring Hill Site team members to make application for a Special Leave of Absence (voluntary layoff) will be provided. Furthermore, the parties are in agreement that this process will only be applicable during the 2007 GM-UAW National Agreement.

The provisions of this Special Leave of Absence will include the following:

- This Special Leave of Absence will be on voluntary basis only.
- Team members who make application will be approved in seniority order up to the agreed upon number.
- Approved team members will be eligible for layoff benefits as agreed upon in the GM-UAW National Agreement and all of its amendments and supplements including the Health Care Program and the Supplemental Unemployment Benefit Plan.
- The maximum length of this Special Leave of Absence shall not exceed the amount of time outlined in Appendix K of the GM-UAW National Agreement.
- In the event there is a need to return team members to work prior to the expiration of the Special Leave of Absence, team members with the lowest seniority will be recalled first.
- Upon returning, team members will be eligible for Return Rights to their former Area as outlined in the Local Seniority Agreement.
- Other provisions and accommodations, as agreed upon by the parties, to facilitate this Special Leave of Absence Memorandum of Understanding.

The provisions of this Memorandum are designed to accommodate a Special Leave of Absence for the Spring Hill Site. It is agreed that the provisions contained herein may not be cited by either party as the basis for altering any other agreement throughout the Corporate locations, nor shall this Memorandum serve as a precedent for any Special Leave of Absence that may be proposed by either party in the future.

Temporary Layoffs

During these negotiations, the parties discussed certain situations where it is desirable for both parties to extend a temporary layoff beyond ninety (90) calendar days. The parties agreed that in those situations, team members on layoff will be given an opportunity to return to their respective work unit, on their assigned team/shift, or another team/shift within their work unit, seniority permitting. The parties further agreed that this would be applicable to Division I and Division II team members and such return would be based upon a mutually agreeable application process.

In addition, the parties mutually agree that based on modified 2007 UAW-GM Agreements on layoff benefit eligibility, that Temporary Layoffs may be limited to a sixty (60) day application versus the ninety (90) day application when the additional thirty (30) day period (60 to 90 days) may adversely impact individual members on layoff benefits.

Temporary Assignments

During the course of these negotiations the parties discussed the process to temporarily assign team members from one team/area to another. It is management's intention, when temporarily assigning team members to another team/area to ask for volunteers first. In the event additional team members are needed, management agrees to retain the team members who are capable of performing the work in their assigned team/area with the longest length of seniority, and to reassign the least senior team members as necessary.

Temporary Openings

During the course of these negotiations the parties discussed certain situations where a job remains unassigned for an excessive amount of time. The parties recognize that openings are determined based upon the team, area and site wide staffing requirements, and that there are certain circumstances where it is not in the best interest of the parties for the Area Leaders to declare openings (i.e.: team members scheduled to return from a leave of absence, etc). The parties agree that temporary jobs will be posted on the Monday following the sixty-first (61) day of the opening occurring, unless extended by mutual agreement of the parties.

VACATION ELIGIBILITY

This information is for reference only. The specific provisions of the current GM-UAW National Agreement should be read and understood, as changes to the National Agreement supersede any Local Agreement.

As outlined in the Vacation Entitlement Section of the 2015 GM-UAW National Agreement, and following long established practice at Spring Hill, the eligibility date used for vacation entitlement in Spring Hill will remain as January 1 of the same calendar year that the Team Member's length of service/seniority date would provide for an increase in vacation entitlement.

All provisions of the Vacation Entitlement Section of the current GM-UAW National Agreement will apply. It is understood by the parties that any changes made to the current or future GM/UAW National Agreement provisions on vacation provisions will apply. The following entitlement vacation paragraphs are contained in the 2015 GM/UAW Agreement.

(191) An eligible employee who has worked at least 26 pay periods in the eligibility year shall be entitled to the following vacation entitlement:

For an Eligible Employee With Seniority of	Hours of Vacation Entitlement
Less than one year	40
One but less than three years	80
Three but less than five years	100
Five but less than 10 years	120
Ten but less than fifteen years	140
Fifteen but less than twenty years	160
Twenty or more years	200

(192) An eligible employee shall be entitled to a percentage of vacation entitlement shown in Paragraph (191) based on the number of pay periods the employee works in the eligibility year, in accordance with the following:

Pay Periods Worked	Percentage of Hours of Vacation Entitlement
26	100%
25	96
24	92
23	88
22	84
21	80
20	76
19	73
18	69
17	65
16	61
15	57
14	53
13	50

(193) An eligible employee who, at the time of the eligibility date, has not used the entire vacation entitlement provided for in Paragraph (191) shall receive a payment in lieu of vacation time off for the unused portion at the rate established in accordance with Paragraph (193a).

(193a) Vacation time off payments will be calculated on the basis of the employee's regular rate of pay, plus attached night shift premium, not including overtime, as of the employee's last day worked prior to the approved vacation time off period for vacation with pay. Payment of the unused portion, if any, of Vacation Entitlement will be calculated on the basis of the employee's rate of pay as of the last day worked prior to the eligibility date or the highest rate paid during the eligibility year as long as the employee was paid the rate for at least one hundred twenty (120) consecutive calendar days. The higher of the identified rates above will be paid to the employee and will include the attached night shift premium but will not include the overtime premium.

(193b) Payment of the unused portion, if any, of the employee's vacation entitlement, shall be made as soon as possible but not later than February 1 of the following year.

VACATION APPLICATION PERIOD

The annual vacation application period is March 1 through March 15. Specific dates will be modified by the Labor Manager and Shop Chairperson to avoid beginning or ending on a Saturday or Sunday. Applications received during this period will be applicable for vacation time off from April 1 of the current calendar year through March 31 of the following calendar year.

Each Area's Business Team Manager will work with the applicable District Committeeperson to review and process vacation applications during the annual vacation application period.

During the Vacation Application Period, employees may apply up to their maximum vacation eligibility per the National Agreement. Both VP and VR will be considered only in eight (8) hour increments. Each employee may indicate up to a maximum of four (4) choices.

For scheduling purposes only, vacation applications for specific Saturdays approved during the vacation application period require eight (8) hours of vacation entitlement. Vacation applications specific to Saturdays will be considered only after Friday requests are processed. If an employee is approved for a Friday vacation, such employee will not be required to use vacation hours for the following Saturday, and as such, the provisions of the Attendance Improvement Steps, as defined in Document 8 of the National Agreement, will not apply for the subject Saturday.

Applications for elected and/or appointed employees must be submitted to the Supervisor of Labor Relations for processing.

Based on the number of vacation applications received during the vacation application period:

- During the period of the week prior to Memorial Day through the week following Labor Day, the vacation approval percentage will be 10% of the total population by Group Leader (excludes Temporary employees, Need-a-Job employees, and ARO's), provided the National Parties approve Temporary vacation replacements for this entire time period. The parties agree that a maximum of two (2) employees will be approved for a specific Team.
- All periods other than the period noted above will reflect a vacation approval percentage of 7% of the total population by Group Leader (excludes Temporary employees, Need-a-Job employees, and ARO's). The parties agree that a maximum of two (2) employees will be approved for a specific Team.

Management will provide dispositions to employees for all vacation applications by March 31 (will be revised earlier, as required, to avoid an end date on Saturday, Sunday, & holiday).

The parties agree to continue compliance with Paragraph 202(d) of the GM-UAW National Agreement regarding mutual cancellation of approved employee vacations.

Management will provide timely dispositions to vacation requests submitted after the vacation application period ends, without respect to the vacation approval percentages noted above.

**TRANSFER AGREEMENT
SPRING HILL SITE
GENERAL MOTORS CORPORATION
U.A.W. – LOCAL 1853**

This agreement is entered into this 21st day of March, 2018 between the Spring Hill Site Management, General Motors LLC, and the Shop Committee of Local 1853, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union.

This Memorandum of Understanding is entered into for the purpose of applying Paragraphs 63(a) and 63(b) of the GM-UAW National Agreement.

**SECTION I
GENERAL PROVISIONS**

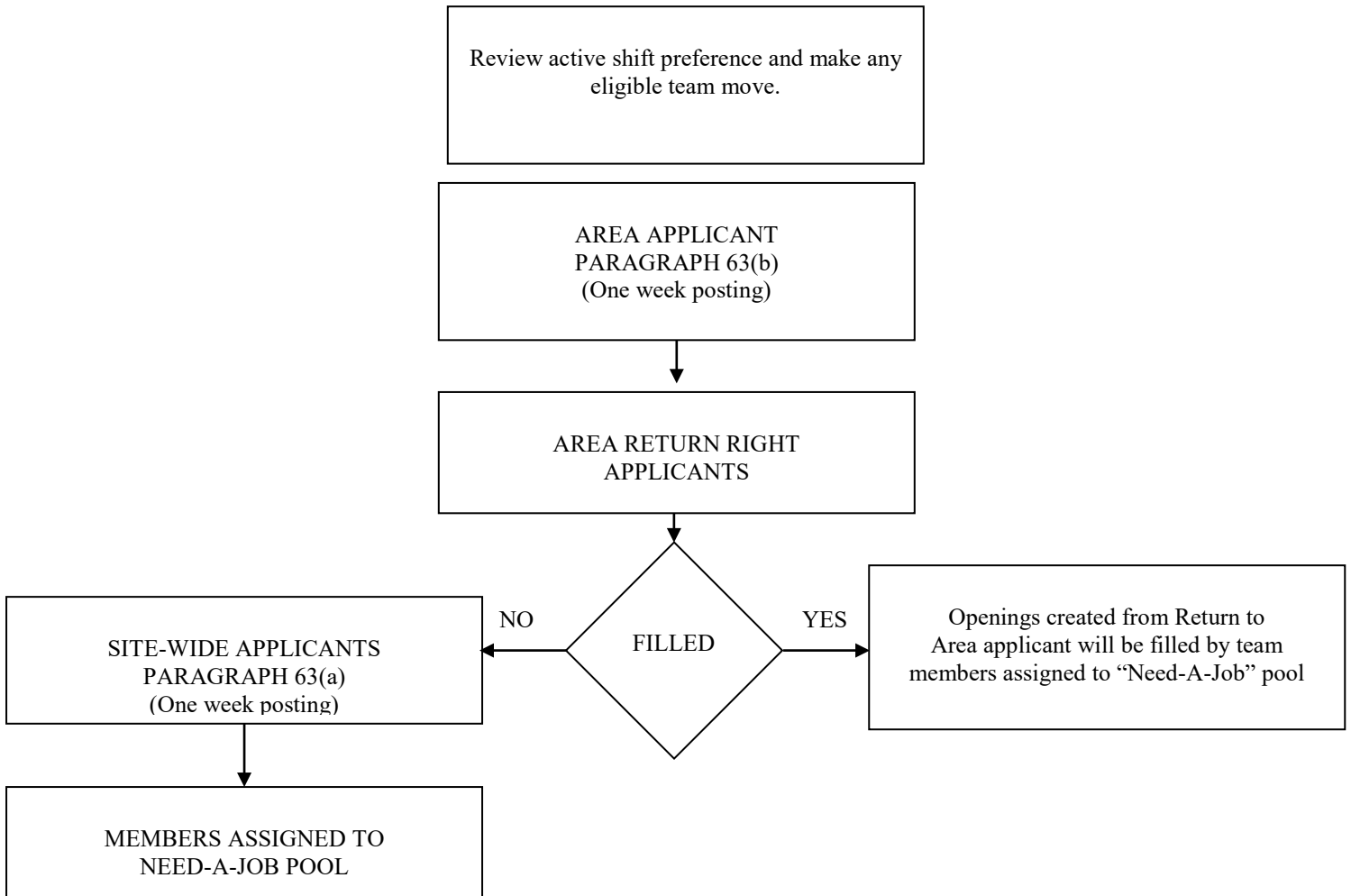
Manpower meetings will be held weekly, or as agreed to by the parties, for the purpose of discussing manpower needs for the site. UAW Shop Committee members and appropriate members of Management will attend and participate in the weekly meetings.

In addition, the parties agree to include a discussion of the actual employment levels compared with authorized jobs to the agenda of the Local Leadership Council meetings. Additionally, this format will be utilized to trend unplanned absences and proactively schedule training.

1. For the purpose of applying Paragraphs 63(a) and 63(b) of the National Agreement, active team members may make application for permanent openings with Human Resources by the end of the posting period, as follows:
 - a. Team members who desire transfer to a job within their Area may make applications under the provisions of Paragraph 63(b) of the National Agreement.
 - b. Team members who desire transfer to a job outside of their Area may make application under the provisions of Paragraph 63(a) of the National Agreement. Division I team members are eligible to make application for 63 (a) within their own area excluding their current team across all shifts.
2. Postings will occur on Tuesdays for a period of 7 days, unless otherwise agreed to by the parties. The parties agree to use the TV communication located in the cafeteria and group rooms as means to broadcast job postings. If postings are changed, the shop committee will be notified.
3. Active team members who desire to cancel an application must submit a form notifying Human Resources of their desire prior to the end of the posting period.

4. Where ability, merit and capacity, as determined by the parties, are equal, the team member with the longest length of service capable of performing the job will be transferred.
 - a. Team members will be transferred under these provisions and will not have the option to refuse such a transfer.
 - b. Transfer to KSA Areas under Paragraph 63(a) or 63 (b) shall be filled by the highest seniority team member who meets the minimum qualifications, as determined by the parties.
5. Once transferred under Paragraph 63(b) provisions of this Agreement, such team member may not make application or move under Paragraph 63(b) provisions of this Agreement, until six (6) months have elapsed. Team members are eligible to make application for transfer under Paragraph 63(a) of this Agreement.
6. Once transferred under Paragraph 63(a) provisions of this Agreement, such team member may not make application or move under Paragraph 63(a) or 63(b) provisions of this Agreement, until six (6) months have elapsed, with the exception of Knowledge Skills and Abilities (KSA), critical skills, or team leader postings.
7. Eligible team members transferred under this Agreement will acquire seniority in their new job and the rate of pay, if higher, in the new occupational group on the Monday following the day in which the team member is transferred.
 - a. If the team member does not meet the standard requirements of the job within sixty (60) calendar days, he/she will be returned to their former Area seniority permitting.
8. Team members who are transferred under these provisions will be transferred within fourteen (14) days of the end of the posting period. All exceptions must be approved by the parties.
9. Openings declared by the Area Leaders shall be filled utilizing the following flow chart:

Operating Technicians



Demand #18 (2013)

The parties agree that the current KSA process will be modified and revised. The parties agree to explore an improved testing process for possible application at the Spring Hill site within 90 days of ratification of the local agreement. The current KSA process will remain in effect until the parties agree to implement a revised process.

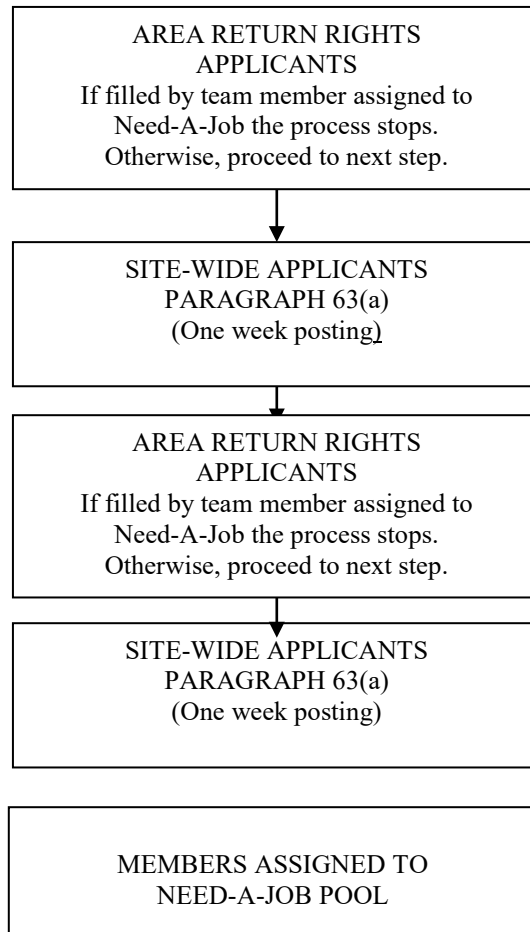
Critical Skills position selection process:

- Utilize the normal 63(a) Posting Requirement Description (PRD) process and specify the skill set needed for the position
- After the posting comes down and the position is awarded by seniority, the hiring team will contact the team member and review the position regarding the job requirements and the training that will be offered to the team member, along with the process for what happens if the team member cannot show proficiency after taking the class.
- Once the new team member reports to the new team there will be training (to be determined for each area) that the team member is required to attend and successfully complete. After that training is complete, the team member must pass a test from the training content to demonstrate competency.
- The criteria and development of this training and testing will be reviewed with the UAW and coordinated by the Training Department.
- If a team member does not pass the test, the team member will be considered a failed placement and will flow back to their former job, per the Local Agreement language.
- If a team member passes the test, subsequent job performance evaluations will be performed at regular intervals with feedback and action plans developed as required (similar to the 30, 60 and 90-day evaluation process).
- These positions require a minimum stay (frozen) in the position (i.e. 12 months, 18 months, 24 months, etc., as agreed to by the parties).

**SECTION II
DIVISION II
TRANSFER AGREEMENT**

All of the provisions stated in this Agreement apply to Division II team members except as otherwise listed below:

1. For the purposes of defining an eligible team members seniority, team members shall use their Skilled Trades Date of Entry by classification.
2. Team members are only eligible to make application for openings within their current classification, unless otherwise agreed upon by the parties.
3. After Manpower meetings, any initial declared openings by the Area Leader will be filled within the Area through the Shift Preference provisions. Subsequently, openings declared by the Area Leaders shall be filled utilizing the following flowchart:



4. Declared openings not filled through the posting process may be filled by utilizing another Area reduction-in-force process, return from layoff, transfer or by a new hire.

Memorandum of Understanding Transfer Agreement

The parties mutually agree to explore improvements to the current transfer process through the use of advanced computer technology. Such technology will include computer usage for postings of transfer opportunities, employee applications, and other transfer administration provisions as determined by the parties. In addition, the current practice of the UAW posting these opportunities on bulletin boards in each building will continue unless agreed to by the parties.

JOB REDUCTIONS OR ADDITIONS IN A TEAM AS A RESULT OF REARRANGEMENT FOR DIVISION I

Ownership of work belongs to a team. When work content is moved into another team, and it results in the elimination of a team member position, while simultaneously the creation of a new team member position in the other team; such eliminated team member will follow the work in the following order:

- Movement to the new team will be offered by volunteer from high seniority to low seniority.
- Absent volunteers, the low seniority team member will be assigned.

In situations where work comes from multiple teams to create a new team member position, the team with the highest percentage of content will be the team that is offered the opportunity to flow with the work as described in this process.

If a new team member position is not created, the low seniority team member will be forced out and placed on an open job, or bump the low seniority team member within the area.

**SHIFT PREFERENCE AGREEMENT
SPRING HILL SITE
GENERAL MOTORS CORPORATION
U.A.W. – LOCAL 1853**

This agreement is entered into this 21st day of March, 2018 between the Spring Hill Site Management, General Motors LLC, and the Shop Committee of Local 1853, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union.

The following provisions are not intended to conflict in any way with the principles stated in Paragraph (75) of the GM-UAW National Agreement which state that shift preference agreements must have sufficient flexibility to give full protection to efficiency of operations under all circumstance and conditions. The purpose of this Agreement is to establish a procedure whereby team members may be transferred to a shift of their preference in line with their seniority.

1. Team members on active status will be given an opportunity to make application to their preferred shift within the following guidelines.
2. Team members who have seniority may make application to select their desired shift by making application to Human Resources; first by team, then optionally within their Area. Such applications will be honored effective the first Monday of the following month, provided it is on file between the first day of the previous month and the last scheduled working day prior to the 15th of the previous month, seniority permitting. A new Shift Preference Application has been jointly developed by the parties which will allow the team member to exercise their seniority first within the team, and then in the area if they so desire. A team member may, under these new provisions, elect to test their seniority in their team only.
 - a) To be eligible for shift preference, a team member must be on active status as of the last scheduled working day prior to the 15th of the previous month.
 - b) The Group Leader will notify, in writing, team members impacted by these provisions within seven (7) days. Such application will be honored in seniority order at a rate that will not impact a Team greater than 25% per month.
 - c) Team members displaced due to a shift preference are eligible to make application for their preferred shift, during the next shift preference cycle, provided they are on active status.
 - d) Team members may have only one application on file. Applications remain active unless the team member submits an application to cancel, or the shift preference has been executed. Team members desiring to cancel a shift preference application must make their desire known in writing to Human Resources, and such written notification must be received by the last scheduled working day prior to the 15th to be considered as cancelled.

3. In the event more than one shift application is received, such applications shall be processed in seniority order.
4. After being placed on their preferred shift, team members may not apply for a different shift under these provisions for a period of six (6) months unless involuntarily moved to a different shift. Team members who are displaced involuntarily from their shift, or transfer under Paragraphs 63(a) or 63(b) of the GM-UAW National Agreement, may apply for their preferred shift during the next application periods. Job transfer provisions supersede active shift preference applications. Any exceptions should be discussed between the parties.
5. Team members will be placed on their preferred shift, seniority permitting, in the following sequence:
 - a) Team member will displace the lowest seniority team member on active status in their Team, in the same classification.
 - i. When the only applicants to shift preference are within the same Team, the applicants will displace each other, provided the preference can be accomplished without impact to other team members (Paragraph 4 above will continue to be applicable).
6. Team members will displace the lowest seniority team member within their Area other than Sub Areas agreed to by the parties:
 - a) Sub areas include, Quality Torque, Quality Global Customer Audit, Paint Hospital-Spot Repair, Paint Pre-Treat Electro-Deposition (PTED), Paint Mix, Global Propulsion Systems (GPS) Global Supply Chain (GSC), Injection Molding North (IMN)/Stamping GSC, Injection Molding South (IMS) GSC, Small Gas Engine (SGE) Rods, SGE Blocks, SGE Heads, SGE Cranks, SGE Assembly, Gen V Blocks, Gen V Cranks, Gen V Heads, Gen V Assembly, Cylinder Set Strategy (CSS) Blocks, CSS Cranks, CSS Heads, CSS Assembly, Body Brazing Weld, Body Paint-less Dent Repair, Body Dimensional, and Critical Skills Absentee Replacement Operators.
7. The team member must be on active status on the last scheduled work day prior to the 15th. The team member must complete the shift preference application correctly and completely to exercise their shift preference.
8. The parties recognize that under certain circumstances it may become necessary for a team member to be assigned to another shift out of line of seniority. Prior to such reassignment, the Area Leader and the appropriate Shop Committeeperson (or their designated representative) will discuss the reason for such temporary assignment and the potential length. However, in all such instances, the team member will be returned to their preferred shift, seniority permitting, as soon as possible, but in any event within sixty (60) days.

9. The parties also recognize that under certain unusual circumstances, it may become necessary for seniority team members to request a temporary change from their regular shift to another shift. Such request shall be made in writing to the Group Leader, stating the reason for the request and the length of time for which the change is desired. When a request of this nature arises, the Area Manager and the UAW District Committeeperson involved will meet to determine if accommodations can be made. Every consideration will be given to the merits of the request and, wherever practical, deserving applicants will be temporarily transferred for a specific period of time, not to exceed sixty (60) calendar days, provided there is another team member, capable of performing the work, who will voluntarily trade shifts with the applicant for the requested length of time. In the event there is not another team member available to voluntarily trade shifts, Management will take into consideration the nature of the request prior to making a decision on allowing a temporary shift change.
10. In order to protect the customer by producing a world class vehicle during model changeover, acceleration periods, and other unusual situations, Management and the Union have agreed that this Shift Preference Agreement will be suspended as agreed to by the parties as follows:
 - a. During a Minor Model Changeover there would be no movement for the month of the buildout and continue for a period of at least thirty (30) days following the model startup.
 - b. During a Major Model Changeover there would be no movement for the month of the buildout and continue for a period of at least sixty (60) days following the model startup.
 - c. Prior to suspending shift preferences, for model changeover as outlined above and other unusual situations, the parties agreed that such issues will be discussed with the Union, outlining the circumstances, Teams/Areas affected, classifications and duration of such suspension. It is the intent of the parties to minimize such suspensions of shift preferences while ensuring the efficiency of operations.
11. The parties have agreed that these provisions are not applicable to team member positions that are jointly selected or time specific, and to team members assigned to the Team Leader role. Management and the Shop Committee shall declare any shift preference freeze request, one shift preference period prior to any contemplated shift preference freeze. The parties agree to notify any employees that will be affected as soon as practical. Should any unforeseen circumstances arise, the parties agree to meet and resolve.
12. When new work or organizational changes are implemented, the parties will determine the application of this agreement.
13. Team members exercising a shift preference to their desired shift, shall be able to shift preference to the opening (ghost transfer). A ghost transfer shall be defined as an opening due to normal attrition and any leaves of absence over Sixty (60) days.
 - a. Active shift preferences should be reviewed and executed within the team, prior to posting a 63b.

14. The Union shall be granted access (read only) to the electronic tracking system.

**DIVISION II
SHIFT PREFERENCE AGREEMENT**

All of the provisions stated in this Agreement apply to Division II team members except as otherwise listed below:

Paragraph 5 above shall be replaced by the following:

- a) Division II team members will displace the lowest seniority team member within their Area, in the same classification

**LOCAL WAGE AGREEMENT
SPRING HILL SITE
GENERAL MOTORS CORPORATION
U.A.W. – LOCAL 1853**

This agreement is entered into this 21st day of March, 2018 between the Spring Hill Site Management, General Motors LLC, and the Shop Committee of Local 1853, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union.

It is understood by the parties that this Agreement is in full and complete compliance with Paragraph (100) of the GM-UAW National Agreement.

**SECTION I
GENERAL PROVISIONS**

1. This Agreement supersedes all prior Local Wage Agreements and Supplements thereto.
2. It is understood that Local Wage Agreements consist of the wage scale, by job classification, as was in effect in the Local Wage Agreement as of the current National Agreement plus any written changes, additions, or supplements thereto. Any changes, additions, or supplements thereto shall be reduced to writing and are subject to the approval of the Corporation and the International Union.
3. The Cost of Living Allowance provided for in the National Agreement is not included in the wage rates set forth in this Agreement. The Cost of Living Allowance will be determined and paid under the provisions of the National Agreement.
4. The wage rates of hourly rated team members will be adjusted in accordance with the provisions of the National Agreement.
5. This Agreement is subject to the approval of the Personnel Staff of the Corporation and the International Union.

**SECTION II
HIRING RATES**

1. The hiring rate for new team members, other than skilled trades, shall be in accordance with the provisions of the National Agreement.
2. The hiring rate for new qualified team members, hired into the skilled trades, shall be in accordance with the provisions of the National Agreement.

**SECTION III
EFFECTIVE DATE of INCREASES or DECREASES**

1. A team member who is permanently assigned to a higher rated job will receive the higher rate at the beginning of the first full shift on which he/she is assigned to the higher rated job. If the team member does not meet the standard requirements of the job within the first sixty (60) calendar days, he/she will be returned to their former team, then Area, seniority permitting.
2. A team member transferred to a lower rated job will be paid the lower rate effective on the first day of the next pay period.

**SECTION IV
TEMPORARY ASSIGNMENTS**

1. In cases where a team member is temporarily assigned to work which pays a higher rate than they are receiving, the team member shall be paid at the higher rate for all hours worked that shift, providing the team member works one (1) or more hours, including overtime hours, on such a job.

**SECTION V
CLASSIFICATIONS and WAGE RATES**

OPERATING TECHNICIAN	03/21/18
CLASSIFICATION	<u>2018</u>
OPERATING TECHNICIAN	\$30.51

DIVISION II SKILLED TRADES	03/21/18
CLASSIFICATION	<u>2018</u>
ELECTRICIAN	\$34.75
MACHINE REPAIR	\$34.75
TOOL & DIE	\$34.75
DIE MAKER	\$34.75
STATIONARY ENGINEER	\$34.75

Team Leaders shall be paid \$1.00 more than Operating or Trades Technicians.

Consult the current GM-UAW National Agreement for wage rates applicable to Employees In-Progression and Temporary Employees.

Administrative Rate

It is understood by the parties that supplements to local wage agreements are approved by the Corporation and the International Union. As such, Administrative Rate Provisions are no longer considered an approved wage supplement under the provisions of Paragraph 100 of the GM/UAW National Agreement.

**EQUALIZATION of OVERTIME AGREEMENT
SPRING HILL SITE
GENERAL MOTORS CORPORATION
U.A.W. – LOCAL 1853**

This agreement is entered into this 21st day of March, 2018 between the Spring Hill Site Management, General Motors LLC, and the Shop Committee of Local 1853, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union.

This Memorandum of Understanding is entered into for the purpose of applying Paragraph (71) of the GM-UAW National Agreement.

**SECTION I
GENERAL PROVISIONS**

1. For the purpose of this agreement, each team, by shift, is considered as an equalization group; the only exception to this is in Division II, Section VI.
 - A. Team Leaders will be considered part of the team's equalization group. The parties recognize and agree that in those instances where a Team Leader is required to work for training purposes, or to function as a Team Leader, they will be so offered and charged for the appropriate number of hours, regardless of their position in the equalization group.
2. Hours will be credited in terms of total pay hours involved. (One hour at time-and-a-half equals one and one-half credit hours; one hour at double time equals two credit hours.)
3. Team members will be credited for all hours offered or worked as indicated in Paragraph 2, above, and such credit recorded on the agreed upon equalization charts and updated weekly.
4. Equalization records will be openly displayed in each area so that team members belonging to one of the equalization groups displayed may, if they so desire, check their overtime standing against the other team members within the same equalization group. Displayed records will provide up to three (3) weeks of overtime entries with new charts posted on Mondays. Overtime equalization records will be kept on file for twelve (12) months. In addition, the parties agree that proactive steps regarding overtime equalization is included in the team roles and responsibilities. Accordingly, one of the functions of the team is to review and discuss the Equalization of Overtime Records during their team meeting. It is the expectation of the parties that during team meetings, members will note any discrepancies on the overtime records. Discrepancies will then be communicated to the Group Leader for correction. It is the parties' intent, that by reviewing the Equalization of Overtime Records on a weekly basis, discrepancies will be corrected allowing team members to equalize overtime. The Group Leader will be responsible for the accuracy of the equalization charts.

5. Once a month, the Group Leader and the District Committeeperson will review and initial the Equalization of Hours charts for their respective area when found satisfactory. If a problem is discovered, the parties, including the Area Leader, will make every attempt to correct the issue. If unresolved, it shall be brought to the attention of the appropriate Shop Committeeperson, the Area Manager/Operations Leader, and Labor Relations who will meet to resolve the problem. If unresolved, it shall be brought to the attention of the Chairperson of the Shop Committee and the Spring Hill Site Personnel Director.

6. Process for Offering Voluntary Overtime and Scheduling Mandatory Overtime;

The parties agree under current operating schedules, to the following guidelines for offering voluntary overtime or scheduling mandatory overtime. This process in no way limits or minimizes management's rights as defined under the provisions of the UAW/GM National Agreement.

- 1) Daily Overtime will be offered on the day of overtime no later than 2.5 hours prior to the end of the normally scheduled shift for an 8-hour shift, or 3.0 hours prior to the end of the normally scheduled shift for a 10 hour shift.
- 2) Weekend overtime will be offered no later than 3.0 hours prior to the end of the preceding Thursday shift under the 5-day/8 hour schedule, or Wednesday shift under the 4 day/10 hour schedule.
- 3) Weekend overtime accepted under paragraph 6.2 that is subsequently voided by the employee, will be double charged.

Any voluntary overtime offered after these times, and rejected, will not be charged as provided for in Section III, Paragraph 4 of this Agreement.

It is understood by the parties that emergencies arising out of unforeseen circumstances may require immediate action to schedule mandatory overtime on a daily or weekend basis after the above stated times. Any concerns with the application of this agreement will be brought forward by the Union and addressed by the parties.

When offering early starts for a Monday, or a Tuesday following a Monday Holiday, employees will be offered from the previous week's equalization of hours chart.

7. Division I

Daily Overtime

In those instances where additional team members are required to work overtime and the equalization of overtime grouping has been exhausted, team members temporarily assigned to the team for that day, will be offered daily overtime before other team members outside of the equalization grouping.

Saturday, Sunday, Holiday Overtime

In those instances where additional team members are required to work overtime and the equalization of overtime grouping has been exhausted, team members who have been temporarily assigned to the team for that 40 hour week, will be offered Saturday, Sunday and Holiday overtime before other team members outside of the equalization grouping.

Temporary Assignments Exceeding One Week

Team members temporarily assigned to a Team for more than 40 hours will be placed into the assigned Team's EOH list on the following Monday, at the average hours. The temporarily assigned Team Member will remain on their original EOH list for tracking of temporary assignment overtime only, not for administering overtime opportunities in their original EOH until their temporary assignment is complete. At the end of the temporary assignment, the Team Member's original EOH list will reflect the overtime hours while on temporary assignment in line with the Local Agreement.

8. Division II

Daily Overtime

In those instances where additional team members are required to work overtime and the equalization of overtime grouping has been exhausted, team members temporarily assigned to the Area for that day, will be offered daily overtime before other team members outside of the equalization grouping.

Saturday, Sunday, Holiday Overtime

In those instances where additional team members are required to work overtime and the equalization of overtime grouping has been exhausted, team members who have been temporarily assigned to the Area for that 40 hour week, will be offered Saturday, Sunday and Holiday overtime before other team members outside of the equalization grouping.

Temporary Assignments Exceeding One Week

Team members temporarily assigned to an Area for more than 40 hours will be placed into assigned Area's equalization of hours (EOH) list on the following Monday at average hours. The temporarily assigned Team Member will remain on their original EOH list for tracking of temporary assignment overtime only, not for administering overtime opportunities in their original EOH until their temporary assignment is complete. At the end of the temporary assignment, the Team Member's original EOH list will reflect the overtime hours while on temporary assignment in line with the Local Agreement.

9. Administration of Overtime will be based on Overtime Equalization charts which run Monday through Sunday. In addition, Monday early overtime starts will be administered utilizing the prior week's Equalization chart.
10. The parties agree that one consistent system will be used to track the equalization of overtime hours.

SECTION II ENTERING EQUALIZATION GROUPS

1. Newly hired team members shall be charged with an accumulated number of hours equal to the highest team member in hours in the equalization group.
2. When a team member is transferred from one equalization group to another, including transfer from one shift to another, they will be credited with the average hours (excluding Alternate Committeeperson hours) in the equalization group to which they are transferred.
3. A temporary team member (hired under Appendix A of the National Agreement) will be charged with an accumulated number of hours equal to the highest team member in hours in the equalization group.
4. Team members who are temporarily assigned to work in different equalization groups will continue to equalize within their regular group. When a team member works in, or is offered overtime in their own or any other equalization group, they will have all overtime hours offered or worked charged back to their own equalization group.

5. When a team member in an equalization of hour's group is on layoff under the Temporary Layoff provisions of the Local Seniority Agreement, the overtime hours will be charged on the equalization of hours record the same as they are charged when the team member is on vacation. Team members will only be charged if they are in line on the equalization of hour's record to be offered work.
6. When a team member returns to work from a layoff under the Indefinite Layoff provisions of the Local Seniority Agreement, they will be credited with the average hours in the equalization group to which they are returned.
7. Team members returning to the bargaining unit under Paragraph 69 of the GM-UAW National Agreement shall be charged with an accumulated number of hours equal to the highest team member in hours in the equalization group.
8. All team members shall be on an EOH list pursuant to paragraph 71 of the National Agreement except those specifically excluded by the Local EOH Agreement. Any concerns shall be addressed by the Labor Relations Manager and the Shop Chairman.
9. During these local negotiations Management and the Union held extensive discussion concerning the offering of overtime when resources were required from outside of the EOH where the work was being performed. The Union cited several instances where they felt Management had offered overtime outside the EOH group to certain individuals prior to considering all available options, one of which was to consider individuals in the same EOH group on other shifts. In an effort to create a process that can be administered in a fair and equitable manner, the parties agree to explore a sign up in advance for overtime process for Division I employees. As such, within 90 days after ratification of the local agreement, the parties will jointly develop a sign up in advance for overtime process, which upon approval of the Key 5, may be piloted in a jointly selected location at Spring Hill. After 120 days, this pilot program will be reviewed by the Key 5 for consideration of expansion or the pilot process will terminate.

SECTION III ABSENCES and LEAVES OF ABSENCE

1. A team member who is absent, on vacation, or fails to work for any reason, except for those reasons described in Paragraph (4) below, will be charged with the hours available in accordance with the relative position of the team member on the Equalization of Overtime Record.
2. Team members on authorized leaves of absence for a period of thirty (30) days or longer shall, upon re-entering an equalization of hour's group, be given the average hours of the group.
3. Team members on leaves of absence for a period of less than thirty (30) days will be charged on the Equalization of Overtime Record the same as they are charged when a team member is on vacation. Team members will only be charged if they are in line on the Equalization of Overtime Record to be offered work.

4. A team member absent due to the following reasons will not be charged for any hours not worked due to:
 - Paragraph 218, Jury Duty, of the National Agreement
 - Paragraph 218(a), Short-term Military Duty, of the National Agreement
 - Paragraph 218(b), Bereavement, of the National Agreement
 - Hours offered after leaving the site
5. Grievance settlements directly related to Paragraph 71 violations and disciplinary layoffs will have paid hours charged in the equalization group.

SECTION IV COMMITTEEPERSONS

1. During the period of time a team member is serving as a Committeeperson, Chairperson, Shop Committeeperson or District Committeeperson, their hours will not be charged, nor will they show on any Equalization of Overtime Records.
2. Alternate Committeeperson's overtime hours worked when the Alternate Committeeperson is functioning as the District Committeeperson will not be charged.
3. When team members cease to function as Committeeperson, they will be charged on the appropriate Equalization of Overtime Records as defined in Section II, Paragraph 2 of this Agreement.
4. A team member temporarily appointed as a Committeeperson or Alternate Committeeperson for a period of less than thirty (30) days will retain the same "position" relative to the average hours of their group. If an appointment is for thirty (30) days or more, they will be charged with the average hours of overtime within the equalization group when they return to the group.

SECTION V MISCELLANEOUS

1. When a full complement of any group is scheduled for weekend work, all team members will be charged with the available hours.
2. Team members who accept overtime and fail to report to work for any reason, excluding those absences outlined in Section III, Paragraph 4 of this Agreement, or are sent home by the Spring Hill Medical Department, shall be charged twice the number of hours they would have normally been charged.

3. During the first full work week at the beginning of each year, or at any other time as mutually agreed upon by the parties, the equalization of hour's records will be modified by adjusting the team member(s) with the lowest in hours to zero hours on the Equalization of Overtime Record and the hours of the rest of the group adjusted accordingly. This adjustment will be performed across all shifts within the perspective Team or Area.
4. When a team member is absent at the time overtime is offered, the team member will be charged for hours available. If the absent team member returns to work after the overtime is scheduled, but prior to the overtime being performed, and the team member makes themselves available by discussing their availability with the Group Leader, management will add the team member to the overtime schedule if work is available in their equalization group. In the event a team member is out of the plant on vacation, it will be their responsibility to notify management of their availability to work overtime at the conclusion of their vacation period, prior to overtime being offered, the team member will be required to call their Group Leader to confirm if they have overtime available. There will be no liability for any team members bypassed with this process.
5. A team member with a restriction should be treated as any other member of the work unit pertaining to overtime assignments in the work unit, or tasks to which they are temporarily assigned, provided there is a necessary job scheduled to work overtime which the restricted member is capable of performing within the bounds of the restriction and in line with their equalization of hours group.

SECTION VI DIVISION II

1. Team members in this division will be governed by all provisions of this Agreement, except:
 - a) Equalization of Hours (EOH) groupings shall be further defined by classification and Area.
 - b) Section III, Paragraph 4 shall read:

A team member absent due to the following reasons will not be charged for any hours not worked due to:

 - Paragraph 218, Jury Duty, of the National Agreement
 - Paragraph 218(a), Short-term Military Duty, of the National Agreement
 - Paragraph 218(b), Bereavement, of the National Agreement
 - Hours offered after leaving the site

2. The parties recognize the need to have qualified, capable people to perform work during periods of overtime. The following procedure sets forth the means to obtain the necessary skills that will improve operational effectiveness and improve our competitive business position in the marketplace.

- a) For daily overtime, Management may offer work to team members, based on their standing in the EOH group, in the following sequence:
 - i. First, offer work to team members who have been performing the work prior to overtime.
 - ii. Second, offer work to team members from the EOH group.

Any deviations to the above will be reviewed by the Skilled Trades Group Leader and the District Committeeperson.

- b. For weekend and holiday overtime, when Management bypasses team members in an equalization of hours group for continuity or expertise on critical jobs (NOTE: Critical jobs are defined as those needed to set up or maintain operations, or construction requirements to meet present or future schedules), the following procedures will be utilized.
 - i. Skilled Trades Group Leader will notify the District Committeeperson and review the bypassing of team members with the intent of keeping bypassing to a necessary minimum.
 - ii. Skilled Trades Group Leader who has the need to bypass team members will notify the overtime planner/scheduler. Notification to the trades affected that bypassing has occurred, and a brief explanation, will be posted in scheduling areas.
 - iii. For emergencies, or last-minute scheduling, the area doing the bypassing will notify the District Committeeperson.
 - iv. In either of the cases cited above in Paragraph 2b (ii) or (iii), the posting of the notification on bypassing will take place as soon as possible, but no later than the next regularly scheduled workday.
 - v. In those instances where team members do not have appropriate training to complete work assignments in critical areas, management will provide training to team members for these critical areas, as needed.
 - vi. When bypassing for continuity of critical jobs, Skilled Trades Group Leaders will ask no more than fifty percent (50%) of the required manpower, out of line for that job.

- vii. The fifty percent (50%) guideline does not apply when bypassing for critical job expertise. Where more than one tradesperson is needed to accomplish a critical job, bypassing will be limited to a spread of sixty (60) hours.
 - viii. The Skilled Trades District Committeeperson and Area Leaders, with the intent to prevent problems, will jointly monitor the process. The parties agree to be proactive rather than reactive.
3. Prior to assigning overtime to apprentices, all skilled tradespersons of the affected apprentice classification across the area will be offered overtime.
 4. The parties agree that Union involvement can be a positive contribution to work planning as described in GMS Preventative Maintenance. Therefore, processes will be developed through the GMS Preventative Maintenance activity to jointly review work planning, including overtime work. This GMS Preventative Maintenance activity may include such items as, the timeframe for which work is to be completed, content of work and quantity of team members potentially required to perform work.
 5. The parties agree that the following provisions apply for Equalization of Overtime for assigned skilled trades Knowledge, Skills, and Abilities (KSA) team members. Current functions include GMS Preventative Maintenance, Capacity Assurance Coordinator (CAC), MAXIMO, Planners, Predictive Maintenance, Technical Training and Training Coordinators:
 - a. Team members will remain assigned to work the shift necessary to satisfy the needs of the business
 - b. Team members will be placed on the Equalization of Hours (EOH) chart in the Area in which they work, based on seniority. For example, a CAC who is an Electrician by trade working 1st shift in General Assembly would be assigned to the 1st shift General Assembly Electrical EOH chart provided their seniority would normally allow them to be assigned to 1st shift. If their seniority would not allow them to be retained on 1st shift, absent their performance of the CAC function, they will be maintained on the appropriate General Assembly Electrical EOH chart which their seniority would allow them to hold.
 - c. Overtime offered and worked may include overtime within their equalization group or in their respective function, if determined as necessary by Management. A KSA employee may be offered and charged overtime in their function outside of the EOH list order.
 - d. If a 1st shift team member is placed on a 2nd shift EOH list, and weekday overtime is not practicable, the team member would not be offered or charged overtime.
 - e. Weekend or holiday overtime made available to a 1st shift team member on another shift EOH list, that does not involve performance of the KSA function, would be worked on the applicable EOH list shift.

OVERTIME

Management agrees that in those instances where multiple overtime production days are being contemplated, to consider the difference in hours between shifts when scheduling this overtime. The parties further agree that in an attempt to minimize the difference of overtime between shifts for this purpose, team members may be offered overtime and work on shifts other than their own as mutually agreed to by the parties. Furthermore, the parties are in agreement that such a practice is not a violation of the Local Equalization of Hours Agreement or Paragraph 71 of the National Agreement.

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The parties agree that team members who are approved by Management to attend functions outside the plant premises will be paid for the hours that they would have been entitled to had they been working in the plant.

Structure & Decision Making

During the course of the-2009 negotiations both parties raised concerns over the decision-making processes historically utilized at the Spring Hill Site. Furthermore, the parties agreed that the decision-making model, as well as, the processes and structures used to make decisions at the Spring Hill site changes with the implementation of the GM-UAW National Agreement.

Within the GM-UAW National Agreement, the foundation to continue the Spring Hill site's culture and environment is GMS. Through this foundation, we will 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 within the confines of GMS as outlined in GM-UAW National Agreement and listed below:

Union's Role	Joint Activities Committee	Management's Role
<ul style="list-style-type: none">• Represent Stakes and Equities• Comply with UAW Constitution• Comply with State & Federal Labor Laws• Fulfill Duty of Fair Representation	<ul style="list-style-type: none">• ADAPT• Apprentice Committee• Equal Application Committee• Industrial Hygiene• Joint Ergonomics Technician Team• Safety Review Board• Plant/Staff Local Leadership Council• Suggestion Plan• Work & Family Program• GMS• Others	<ul style="list-style-type: none">• Secure Necessary Resources• Provide Fiduciary Oversight• Represent the Corporation in Legal & Regulatory Matters• Administer Compensation• Formal Hiring• Formal Promotion• Formal Deselection• Formal Dispersal of Expenditures

The Parties agree that a meeting will be held monthly in which joint activities will be discussed between the union and management.

Structure and Decision Making

The parties recognize and understand that any agreement concerning the UAW leadership structure in Spring Hill would require an agreement between Spring Hill Management and the UAW Local 1853 Shop Committee. In addition, the parties understand that any agreement cannot supersede or conflict with any provisions of the GM-UAW National Agreement

GMS Implementation

During the course of these negotiations the parties discussed the importance of the provisions of the GM-UAW National Agreement and the action strategies of GMS. In an effort to fully and effectively implement and integrate all of the GMS supporting strategies and initiatives, the parties agree to staff future GMS positions as necessary utilizing the KSA selection process as determined by the Key Five (5).

Management recognizes that there are GMS standards that outline maintenance shop standards, toolboxes, and maintenance team rooms. Accordingly, the Global Manufacturing Systems (GMS) Principles, Elements and Core Requirements will be jointly applied.

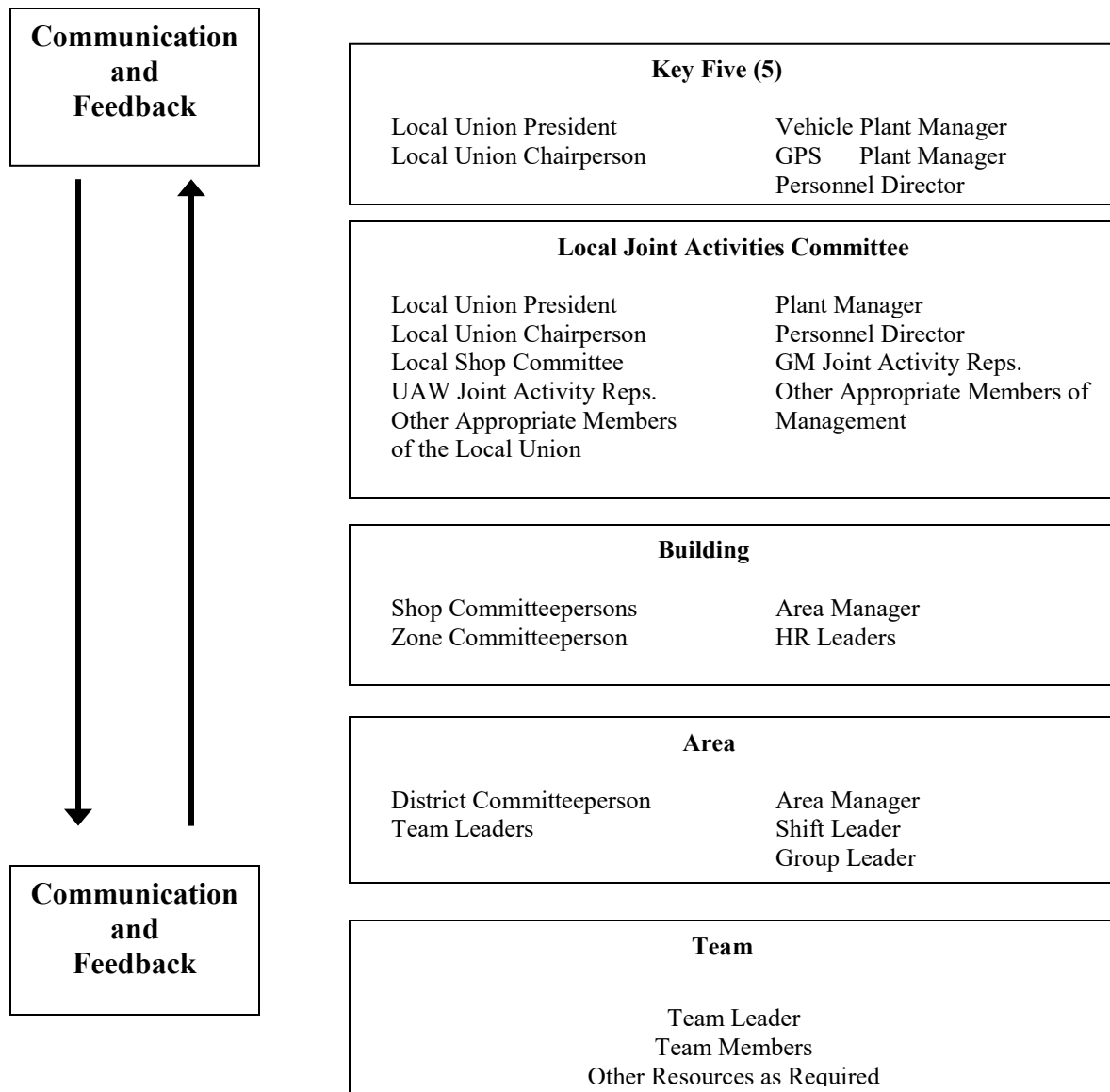
Joint Activities

During the course of these negotiations the parties discussed at length the role the union has played in the Spring Hill operations. The parties have fully embraced and are committed to utilize GMS, Health and Safety, Work & Family, and Planned Maintenance Programs as the primary avenues for union participation throughout the Spring Hill site.

To be successful both parties, Spring Hill Management and the elected leadership of UAW Local 1853, understand and commit to be fully engaged and involved in these joint activities in the spirit and intent in which the National Parties have created them.

Joint Leadership Meetings

During these Negotiations the parties discussed the joint processes outlined in the National Agreement. The parties have agreed that timely and accurate communication needs to occur at the various levels of the organization. These meetings will be regularly scheduled and will allow the stakeholders an opportunity to communicate and discuss issues to enhance the success of the organization. Any concerns about these meetings should be brought to the attention of the Key Five (5) for resolution.



**SPRING HILL PRODUCTION PROCESS
SPRING HILL SITE
GENERAL MOTORS CORPORATION
U.A.W. – LOCAL 1853**

This agreement is entered into this 21st day of March 2018, between the Spring Hill Site Management, General Motors Corporation, and the Shop Committee of Local 1853, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union.

The parties recognize that the Spring Hill Site is an historic endeavor that has a far-reaching impact throughout the Corporation. The parties understand that failure to meet these challenges jeopardizes our ability to ensure the continued standard of living to which our team members, shareholders, and suppliers have become accustomed. This method of operation is designed to inherently match the needs of the business to the needs and continued team member participation in decision making at the team level focusing on continuous product quality improvement.

Accordingly, with safety, people, quality, responsiveness, cost, and environment (SPQRCE) as our focus, we mutually agree that a complete commitment to competitive manufacturing practices is our mutual goal. The adaptation and full implementation of the Global Manufacturing System (GMS) is critical to achieving our goals. To be successful, the manufacturing environment must be based upon the principles of teamwork, mutual trust, and respect. Every Spring Hill employee and supplier is expected to support the Spring Hill Site Environmental policy.

The parties commit to demonstrate that people are the most important resource of the Company and that Labor and Management will work together as members of the same team with common objectives and goals. Should disputes or difference arise, resolution will be through full and open communication. In order to ensure our competitiveness, it is understood that change is inevitable and as future improvements are made in competitive manufacturing; our processes will parallel these changes.

Spring Hill Site will adopt the following roles and responsibilities for Manufacturing Team Members, Team Leaders, and Group Leaders. It is further understood by the parties that the following provisions are not intended to conflict in any way with the principles stated in the GM-UAW National Agreement.

TEAMS

Teams consist of a small group of team members who work together as the basic building block of the organization to support production processes, share common tasks, support each other, and achieve common goals through continuous improvement. The purpose of the team is to involve team members in the work process, to improve performance, enhance product quality, and improve working conditions.

Teams in each area of the business are expected to support the GMS Process, as referenced in the UAW/GM National Agreement. Specifically, teams are expected to meet the challenges of the business by striving for continuous improvement on a daily basis. This will have a positive impact on their jobs and the business, as a whole, by working more efficiently.

Spring Hill teams will consist generally of 4-6 team members not including the Team Leader. This requirement of teams consisting of 4-6 team members for Division II, resource areas, and other areas will be determined by the parties. Any deviations will be addressed by the parties.

DIVISION I TEAM MEMBER RESPONSIBILITIES

The role of the team member is to support and implement the processes required to achieve the SPQRCE by demonstrating the established competencies of the team member's role.

Safety

Safety is the overriding priority of the organization. Everyone must be responsible for their own safety. Team members are required to:

- 1) Know and follow all safety rules and safe operating practices (SOPs), including evacuation, take shelter, wait for the wave, 2-foot rule, and orange crush zones.
- 2) Take 2 before engaging in any non-standard task.
- 3) Identify and immediately communicate unsafe acts and conditions and near misses, and participate in preparing near miss reports (identifies root cause to prevent reoccurrences).
- 4) Keep designated areas clean and organized (maintain workplace organization and 5S).
- 5) Wear required protective clothing.
- 6) Use PPE, tools, equipment, and ergonomic assists properly.
- 7) Participate in safety walks and safety checks.
- 8) Assist others in following safe work practices.
- 9) Perform 5S tasks and maintains workplace organization

People

People are the foundation upon which a successful organization is built. Team members are expected to:

- 1) Know and follow the vision and mission statements, and demonstrates Company values daily. Treats all people with trust and respect.
- 2) Participate in training.
- 3) Actively participate in team meetings and problem solving.
- 4) Practice good two-way communication.
- 5) Maintain versatility on all jobs in the Team.
- 6) Rotate through, and learn all jobs in the rotation pattern in the Team.
- 7) Understand and contribute to Team business plan goal attainment (SPQRCE).
- 8) Take lead role on implementing one Team SPQRCE category.
- 9) Maintain 100% attendance (on the job on time).
- 10) Participate in Team Manager evaluation process.

Quality

Building quality products is a key to securing our future. Team members are expected to:

- 1) Understand/know location of product quality standards and support attainment daily (feedback/forward abnormal conditions).
- 2) Understand andon and respond promptly to resolve out of standard conditions.
- 3) Understand and regularly utilize problem solving – both informal and formal. Work to identify and correct the root cause.
- 4) Adhere to/improve process control requirements (QCOS, process control checks, etc.)
- 5) Follow standardized work (both cyclic & non-cyclic) per the appropriate documentation.
- 6) Assist in continuous improvement of standardized work.
- 7) Provide information during the layered audit process.
- 8) Understand and use the problem escalation process (alert Team Leader, Group Leader, etc.).

Responsiveness

Meeting the production schedule every shift, every day, is vital for the long-term success of Spring Hill. Team members are expected to:

- 1) Always ensure work station and tools are ready prior to start of production (PMP, quality process validation checks, material assists).
- 2) Know established standards for work station (safety, quality, standardized work).
- 3) Ensure visual controls are posted.
- 4) Understand and utilize reorder system (material pull system) when part inventory (direct/indirect) is at a minimum.
- 5) Report all part inventory that is over the maximum.
- 6) Perform PMP tasks.
- 7) Participate in start of shift, team, and CIP meetings.
- 8) React to abnormal conditions (andon, line stop, material low stock, etc.) with sense of urgency.
- 9) Provide input to improve Team Members material presentation method.
- 10) Ensure scrap and non-conforming parts are set aside in the proper place to be processed.
- 11) Escalate out-of-standard conditions (andon, radio, etc.).
- 12) Ensure procedures are in place and followed to maximize uptime.
- 13) Assist with first response to interruptions (equipment, material, etc.).
- 14) Support implementing GMS by identifying waste

Cost

Improving and controlling costs supports the long-term viability of Spring Hill.

Team members are expected to:

- 1) Actively contribute to the Continuous Improvement (CI) initiative of SPQRCE to attain goals.
- 2) Utilize CI for throughput improvement (TIP) and PMP.
- 3) Regularly participate in waste elimination and CI problem solving activities (willingly suggest, and implement, ideas using the UAW/GM Suggestion Program).
- 4) Understand energy, supplies, and part costs (direct and indirect materials), and strive to minimize waste.
- 5) Seek efficiency in all activities to reduce cost and implement changes for CI.
- 6) Report scrap, damaged tools, and damaged equipment to the Team Leader.

Environment

Protecting our environment everyday supports the long-term viability of Spring Hill. Team members are expected to:

- 1) Know and follow ISO 14001 environmental policy.
- 2) Be a good citizen by actively participating to conserve our natural resources and reduce our environmental waste.
- 3) Participate to reduce, recycle, and reuse energy, air, water, and materials in the Team, Group, and Plant.
- 4) Participate in activities to ensure we have clean air in our facilities.

DIVISION I TEAM LEADER RESPONSIBILITIES

The role of the Team Leader is to support and lead the team by implementing the processes required to achieve the SPQRCE goals by demonstrating the established competencies outlined in the Team Leader's role.

Safety

Safety is the overriding priority of the organization. The responsibility of the Team Leader is to encourage and ensure that:

- 1) Set the example by knowing and following all safety rules and safe operating practices (SOP's)
- 2) Take 2 before engaging in any non-standard task
- 3) Identify and immediately communicate unsafe acts and conditions, ergonomically unsafe conditions, hazardous material information, near misses and takes lead in preparing near miss reports
- 4) Maintain workplace organization and 5S, and audit for continuous improvement
- 5) Set the example by using PPE (including clothing), tools, equipment, and ergonomic assists properly, and ensure that the Team Members use the same properly
- 6) Lead safety walks and perform safety checks
- 7) Ensure others are following safe work practices
- 8) Use the proper escalation process to raise concern for unsafe conditions

People

People are the foundation upon which a successful organization is built. The Team Leader is required to provide leadership to the Team by

- 1) Knows and follows the purpose, values, and mission statements, and demonstrate them daily
- 2) Lead the start of shift and team meetings
- 3) Lead the problem-solving activities
- 4) Participate in, and encourage Team Members involvement in the Suggestions program
- 5) Maintain two-way communications with the team, group, department, and cross-shift team members
- 6) Achieve and maintain full Harvey-ball to the jobs within the team
- 7) Coordinate and train (using JIT process), coach, and support the Team Members
- 8) Update versatility/flexibility/rotation charts
- 9) Develop rotation schedules according to the guidelines, with Team Member input
- 10) Support 100% attendance; fills in for absent Team Members
- 11) Lead the team to the accomplishment of the business plan (SPQRCE)
- 12) Conduct BPD reviews (update the BPD Level 5 board)
- 13) Coordinate team tasks when the job is down (5S, PMP)
- 14) Participate in the Team Leader evaluation process

Quality

Building quality products is a key to securing our future. The Team Leader is required to provide leadership by ensuring:

- 1) Understand, and can locate, the product quality standards
- 2) Ensure Team Members understand the proper use of andon, and respond promptly to resolve out of standard conditions
- 3) Understand, and regularly lead, team problem solving activities
- 4) Ensure Team Member adhere to, and assist Team Members, to improve process control requirements (QCOS, process control checks, etc.)
- 5) Develop and continuously improve standardized work with Team Members
- 6) Effectively participate in, and provide, Team Members with quality feedback
- 7) Participate in/perform layered audits
- 8) Understand and use the problem escalation process
- 9) Perform quality process validation (e.g. 5x5 checks) for BIQ requirements

Responsiveness

Meeting the production schedule every shift, every day, is vital for the long-term success of Spring Hill. The Team Leader is required to provide leadership by:

- 1) Ensure the work station and tools of Team Members are ready prior to start of production (PMP, quality, process validation checks)
- 2) Know the established standards for work stations
- 3) Coach Team Members to utilize the reorder system when part inventory is at a minimum, and ensure compliance
- 4) Ensure visual controls/displays are posted and understood by Team Members; provide guidance for improvements
- 5) Ensure PMP tasks are completed as scheduled
- 6) Lead first response to interruptions
- 7) React to abnormal conditions (andon, line stop, material low stock, etc.) by driving Team Member ownership and sense of urgency to prevent and resolve downtime
- 8) The Production Team Leader serves as the first responder for maintenance issues and acquires support from maintenance, as needed
- 9) Ensure compliance to standardized work, and ensure procedures are in place and followed to maximize uptime
- 10) Lead the implementation and execution of GMS, and look for opportunities to improve
- 11) Lead CI for throughput improvement (TIP) and PMP

Cost

Improving and controlling costs supports the long-term viability of Spring Hill. The Team Leader is required to provide leadership by:

- 1) Actively lead the Team in the Continuous Improvement (CI) portion of SPQRCE to attain goals
- 2) Lead team waste elimination and CI problem-solving activities to attain SPQRCE goals
- 3) Understand energy, supplies, and part cost, and strive to minimize waste
- 4) Seek efficiency in all activities to reduce cost and implement changes for CI
- 5) Ensure non-conforming material and scrapped parts are processed daily

Environment Roles & Responsibilities

Team members are expected to:

- 1) Know, follow, and ensure Team Members follow the environmental policy
- 2) Encourage and promote good behaviors by Team Members by actively participating to conserve our natural resources and reduce our environmental waste
- 3) Lead team activities to reduce, recycle, and reuse energy, air, water, and materials in the team, group and plant
- 4) Lead team activities to ensure we have clean air in our facilities

DIVISION II TEAM MEMBER RESPONSIBILITIES

The role of the team member is to support and implement the processes required to achieve the SPQRCE goals by demonstrating the established competencies of the team member's role:

Safety

Safety is the overriding priority of the organization. Everyone must be responsible for their own safety. Team members are required to:

- 1) Know and follow all safety rules and safe operating practices (SOPs), including evacuation, take shelter, wait for the wave, 2-foot rule, and orange crush zones.
- 2) Take 2 before engaging in any non-standard task.
- 3) Identify and immediately communicate unsafe acts and conditions, near misses, and participate in preparing near miss reports (identify root cause to prevent reoccurrence).
- 4) Keep designated areas clean and organized (maintain workplace organization and 5S).
- 5) Wear required protective clothing.
- 6) Use PPE, tools, equipment, and ergonomic assists properly.
- 7) Participate in safety walks and safety checks.
- 8) Assist others in following safe work practices.
- 9) Perform 5S tasks and maintain workplace organization.
- 10) Perform pre-task planning.

People

People are the foundation upon which a successful organization is built. Team members are expected to:

- 1) Know and follow the vision and mission statements, and demonstrate values daily; treat all with trust and respect.
- 2) Participate in training.
- 3) Actively participates in Team Meetings and problem-solving.
- 4) Practice good two-way communication.
- 5) Maintain versatility on all jobs in the Team. Rotate through, and learn, all jobs in the rotation pattern within the Team.
- 6) Understand and contribute to the Team business plan goal attainment (SPQRCE).
- 7) Take the lead role in implementing one Team SPQRCE category.
- 8) Maintain 100% attendance (on the job on time).
- 9) Participate in the Team Member evaluation process.
- 10) Demonstrate customer focus through supporting the operator by attending Production Team meetings and participating in CIP.
- 11) Assist production in problem solving.
- 12) Coach and teach operators about proper maintenance of their equipment.

Quality

Building quality products is a key to securing our future. Team members are expected to:

- 1) **Understand/know the location of product quality standards and support attainment daily (feedback/forward abnormal conditions).**
- 2) **Understand andon and responds promptly to resolve out of standard conditions.**
- 3) **Understand and regularly utilize problem solving; both informal and formal. Correct the root cause.**
- 4) **Adhere to/improve process control requirements (QCOS, process control checks, etc.)**
- 5) **Follow standardized work (both cyclic & non-cyclic) per the appropriate documentation.**
- 6) **Assist in continuous improvement of standardized work.**
- 7) **Provide information during layered audit.**
- 8) **Understand and use the problem escalation process (alert Team Leader, Group Leader, etc.).**
- 9) **Develop and know standards for equipment and machinery repair and operation.**
- 10) **Understand/complete all required tasks and documentation (Maximo, SPQRCE, ISO9000, etc.)**

Responsiveness

Meeting the production schedule every shift, every day is vital for the long-term success of Spring Hill. Team members are expected to:

- 1) Ensure work stations and tools are ready prior to the start of production (PMP, quality, process validation checks, material assists).**
- 2) Know established standards for the work station (safety, quality, standardized work).**
- 3) Ensure visual controls are posted.**
- 4) Understand and utilize reorder system (material pull system) when part inventory (direct/indirect) is at a minimum.**
- 5) Report all part inventory that is over the maximum.**
- 6) Perform PMP tasks.**
- 7) Participate in start of shift, team, and CIP meetings.**
- 8) React to abnormal conditions (andon, line stop, material low stock, etc.) with a sense of urgency.**
- 9) Provide input to improve Team Members material presentation method.**
- 10) Ensure scrap and non-conforming parts are set aside in the proper place to be processed.**
- 11) Escalate out of standard conditions (andon, radio, etc.).**
- 12) Ensure procedures are in place and followed to maximize uptime.**
- 13) Assists with first response to interruptions (equipment, material, etc.).**
- 14) Support implementing GMS by identifying waste.**
- 15) Initiate ordering parts for planned jobs/breakdowns.**
- 16) Maintain point of use (POU) and document parts consumption in Maximo.**
- 17) Perform scheduled maintenance (PM) tasks.**
- 18) Support training production operators in safely performing PMP.**
- 19) Complete project tasks.**
- 20) Participate in Production start of shift meetings in the area assigned (investigate & resolve problems raised by production).**
- 21) Support production operators and the production process.**
- 22) Can do/will do all tasks safely in support of production.**
- 23) Correct out-of-standard conditions; promptly addresses breakdowns and performs equipment and machinery repair**

Cost

Improving and controlling costs supports the long-term viability of Spring Hill.

Team members are expected to:

- 1) Pursue reductions in indirect material costs
- 2) Perform to budget
- 3) Help support and assist in the implementation of ideas to reduce waste and participate in the UAW/GM Suggestion Program.
- 4) Utilize indirect material access responsibly
- 5) Utilize return and warranty procedures for tools and repair components
- 6) Reduce on-hand quantities of maintenance indirect materials, as needed
- 7) Ensure accuracy of timekeeping system
- 8) Actively contribute to the Continuous Improvement (CI) element of SPQRCE to attain goals.
- 9) Utilize CI for throughput improvement (TIP) and PMP.
- 10) Regularly participate in waste elimination and CIP problem-solving activities (willingly suggest/implement ideas).
- 11) Understand energy, supplies, and part cost (direct and indirect materials) and strive to minimize waste.
- 12) Seek efficiency in all activities to reduce cost and implement changes for CI.
- 13) Report scrap, damaged tools, and equipment to the Team Leader.
- 14) Work with Team Members to improve PMs, Job Plans, and maintenance documentation/processes to eliminate waste.
- 15) Work to eliminate machine downtime and improve equipment/machinery performance.
- 16) Utilize predictive technologies.

Environment Roles & Responsibilities

Team members are expected to:

- 1) Know and follow ISO 14001 environmental policy.
- 2) Be a good citizen by actively participating to conserve our natural resources and reduce our environmental waste.
- 3) Participate to reduce, recycle, and reuse energy, air, water, and materials in the Team, Group, and Plant.
- 4) Participate in activities to ensure we have clean air in our facilities

TEAM LEADER (SKILLED TRADES) RESPONSIBILITIES

The role of the Team Leader is to support and lead the team by implementing the processes required to achieve the (SPQRCE) goals by demonstrating the established competencies outlined in the Team Leader's role.

Safety

Safety is the overriding priority of the organization. The responsibility of the Team Leader is to encourage and assist in the following:

- 1) Sets example by knowing and following all safety rules and Safe Operating Practices (SOPs).
- 2) Take 2 before engaging in any non-standard task.
- 3) Identifies and immediately communicates unsafe acts and conditions, near misses, and takes the lead in preparing near miss reports (identifies root cause to prevent from reoccurrence).
- 4) Keep designated areas clean and organized (maintain workplace organization and 5S).
- 5) Audits team areas and leads the continuous improvement (CI) of workplace organization and 5S tasks.
- 6) Wears required protective clothing.
- 7) Sets example by using personal protective equipment (PPE), tools, equipment and ergonomic assists properly (ensures Team Members also use properly).
- 8) Sets example by leading safety walks and performing required safety checks.
- 9) Ensures others are following safe work practices. Always is aware of unsafe work conditions/practices and uses proper escalation process to warn anyone not acting safely. Demonstrates how to be safe.
- 10) Sets example by leading pre-task planning.

People

People are the foundation upon which a successful organization is built. The Team Leader is required to provide leadership to the team by:

- 1) Knows and follows the vision and mission, and demonstrates values daily. Treats others with trust and respect. Coordinates training for Team Members.
- 2) Leads the start of shift and Team Meetings (prepares agenda) and leads problem solving activities.
- 3) Maintains communications with the Team, Group, Departments & Cross Shift members.
- 4) Knows the jobs in the Team, and strives for full versatility.
- 5) Updates versatility/flexibility/rotation charts.
- 6) Develops rotation schedules according to guidelines, with Team Member input.
- 7) Train (using JIT process), coach, and support Team Members.
- 8) Supports 100% attendance, and fills-in for absent Team Members.
- 9) Lead team in accomplishment of business plan (SPQRCE) & BPD review (update level 5 BPD charts).
- 10) Coordinates team tasks when line is down (5S, PMP).
- 11) Participate in Team Leader evaluation process.

- 12) Assists in covering the Group Leader.
- 13) The Team Leader is a working Team Leader

Quality

Building quality products is a key to securing our future. The Team Leader is required to provide leadership by engaging and assisting with the following:

- 1) Understand/know the location of product quality standards, and supports Team Members daily attainment of same (feedback/feed forward abnormal conditions).
- 2) Ensures Team Members understand the proper use of andon, and responds promptly to resolve out of standard conditions.
- 3) Understands and regularly leads team problem-solving activities; both informal and formal. Correct the root cause.
- 4) Ensures Team Members adhere to/improve process control requirements (QCOS, process control checks, etc.)
- 5) Develop, and continuously improve, standardized work with Team Members (Team Leader lead line balance).
- 6) Participates in/perform layered audits.
- 7) Understands and uses the problem escalation process (alert Group Leader, etc.).
- 8) Performs quality process validation and 5x5 checks for built in quality requirements. Ensures Team Members support production in problem solving.
- 9) Ensures Team Members use Maximo effectively.
- 10) Ensures Team Members understand/complete all required tasks and documentation (Maximo, SPQRCE, ISO9000, etc.).
- 11) Coordinates CI of Maximo tasks to eliminate waste.

Responsiveness

Meeting the production schedule every shift, every day, is vital for the long-term success of Spring Hill. The Team Leader is required to provide leadership by:

- 1) Ensures Team Members work station and tools are ready prior to the start of production (PMP, quality, process validation checks).
- 2) Know established standards for work stations (safety, quality).
- 3) Ensure Team Members utilize reorder system (material pull system) when part inventory (direct/indirect) is at a minimum.
- 4) Ensure visual controls/displays are posted and understood by Team Members, provide guidance for improvements.
- 5) Ensure rack labels are accurate and easily seen by Team Members.
- 6) Ensure PMP tasks are completed as scheduled.
- 7) React to abnormal conditions (andon, line stop, material low stock, etc.) by driving Team Member ownership and sense of urgency to prevent and resolve downtime.
- 8) Production Team Leader serves as first responder for maintenance issues and acquires support from maintenance as needed.
- 9) Ensure standardized work and procedures are in place and followed, to maximize uptime.
- 10) Ensure non-conforming material and scrapped parts are processed daily.
- 11) Leads first response to interruptions (equipment, material, etc.).

- 12) Lead implementing GMS by example. Look for opportunities to improve.
- 13) Plan and schedule work orders/tasks for the team.
- 14) Coordinate PM /repair assignments.
- 15) Follow standardized work for working Team Leader.
- 16) Develop standardized work for maintenance activities with Team Members.
- 17) Track and ensure completion of maintenance activities

Cost

Improving and controlling costs supports the long-term viability of Spring Hill. The Team Leader is required to provide leadership by:

- 1) Actively lead the team in the continuous improvement (CI) of SPQRCE to attain goals.
- 2) Lead CI for throughput improvement (TIP) and PMP.
- 3) Leads team waste elimination and CI problem solving activities to attain SPQRCE goals (willingly suggest and implement ideas).
- 4) Understand energy, supplies, and part cost (direct and indirect materials), and strive to minimize waste.
- 5) Seek efficiency in all activities to reduce cost and implement changes for CI.
- 6) Report scrap, damaged tools, and equipment to the Group Leader.
- 7) Ensure parts, tools, consumables, and PPE are available for reactive maintenance.
- 8) Participate in activities (TIP) with the team to analyze (Maximo data) and improve maintenance task efficiency and machine and equipment performance.

Environment Roles & Responsibilities

Team members are expected to:

- 1) Know, follow, and ensure Team Members follow the ISO 14001 environmental policy.
- 2) Encourage and promote good behaviors to Team Members to be a good citizen by actively participating to conserve our natural resources and reduce our environmental waste.
- 3) Leads team activities to reduce, recycle, and reuse energy, air, water and materials in the team, group, and plant.
- 4) Leads team activities to ensure we have clean air in our facilities.

TEAM MEMBER – EVALUATION PROCESS

During the course of these negotiations the parties recognize and agree to the vital importance of the “Team Member Evaluation Process” as it applies to GMS.

It is understood by the parties that this process is a key measurement which General Motors considers when assessing a plant’s competitive position for new product allocation. This evaluation process will occur at least annually for developmental purposes only (not to be punitive), providing regular feedback to Team Members on their performance to competencies, plant requirements, and roles and responsibilities. This process will help to ensure Spring Hill remains the most effective and competitive organization within General Motors when obtaining future products. This process must be agreed to by the Parties prior to implementation.

TEAM LEADER SELECTION PROCESS

Each Team Member will be required to pass a math and computer test that is mutually agreed to.

- After passing those tests, the Team Member will be interviewed pertaining to their GMS (SPQRCE) knowledge, based on mutually agreed to questions. The total score of 100 points includes the GMS interview, and the Team Members education, attendance record, discipline record, and leader recommendation. Team Members with a satisfactory score of 75 points or greater will be eligible for the Team Leader position.
- The 100 points consist of the following:

▪ Education	Max Points 10
▪ GMS (SPQRCE)	Max Points 50
▪ Discipline Record	Max Points 10
▪ Leadership/Job Experience	Max Points 15
▪ Leadership Reference	Max Points 10
▪ Attendance	Max Points 5

Demand #31 (2018)

Management and the Union will create a Team Leader ‘study guide’ covering GMS and other roles and responsibilities that can be posted to the Spring Hill SharePoint site and available for printing. The Company will be responsible with any cost associated with this endeavor.

Team Level Openings:

- 1) Business Team Managers will notify the Joint Team Leader Coordinators when a Team Leader opening occurs.
- 2) The Team Leader Representatives (which may include GMS Coaches, Core Team, and other resources agreed to by the parties) will schedule a meeting with the impacted team as soon as practicable, at a regular team meeting, to obtain recommendations for candidates to be assessed as Team Leaders.
- 3) At the aforementioned team meeting, the Team Leader Representatives will determine anyone that is interested in becoming the permanent Team Leader. The Team Leader Representatives will also ask for a backup Team Leader in the event that the first candidate does not successfully pass the screening/testing process, as required.
- 4) If the team's candidate is already in the Team Leader pool, he/she will not be required to complete the screening/testing process again.
- 5) The team's recommended candidate will complete a Team Leader application, and submit it to their Group Leader, as soon as possible.
- 6) The parties mutually agree that it is in the best interest of the affected team, and the plant, to conduct testing and interviews as soon as possible, as required.
- 7) The Group Leader will sign the application and forward it to the Team Leader Representatives, along with the Leadership Reference form.
- 8) The team's recommended candidate will function as the Temporary Team Leader until the screening/testing is completed.
- 9) Once the screening/testing is complete, and the Temporary Team Leader successfully passes, he/she will be awarded the Team Leader position on a permanent basis.
- 10) If the Temporary Team Leader does not successfully pass the assessment, the backup will then proceed with the required tests.
- 11) In the event that both candidates (primary recommendation and back-up recommendation) fail the screening process, the Team Leader Representatives will make another attempt with the team to identify additional candidates interested in the Team Leader position.
- 12) If the Team Leader opening cannot be filled from within the team, the position will be posted in the area, which allows current Team Leaders to move from team-to-team, seniority permitting.
- 13) To backfill an open Team Leader position created by the movement of a Team Leader to another team, the identified back-up Team Leader will immediately function as the permanent Team Leader.
- 14) In the event that the back-up Team Leader elects not to function as the permanent Team Leader, or fails to successfully pass the Team Leader screening process, the Team Leader position will become open to the impacted team first, then to the area, as needed.
- 15) Team Leaders within a team will each constitute their own Overtime Equalization Group, in accordance with Paragraph 71 of the National and Local Agreements.

The parties agree to develop and implement a training program for Team Leaders. This will provide an overview and basic knowledge of GMS and the Team Leader role. These classes will be periodically updated and modified for specific areas including Material and Quality, as agreed upon by the parties. The Team Leader training program will be developed as agreed to by the parties prior to implementation.

Team Leader - Evaluation/De-selection Process

Team members assigned to a Team Leader position will have an annual job evaluation to assess their performance to the established competencies for their job, and their ability to perform all necessary jobs within the team. Team members and Group Leaders will have input into this job performance/evaluation, using the criteria established in the "Team Leader Responsibilities". Upon completion of the evaluation, the Team Leader will be provided feedback by the Group Leader and/or the Area Leader. If there are unsatisfactory scores, the feedback will be forwarded to the Area Selection Committee, who will then determine if a formal action plan is required.

If there are concerns about the performance of the Team Leader on the part of the Union, Team Members, or Management, such concerns should be initially expressed to the Group Leader and the District Committeeperson, who will investigate and attempt to resolve any performance issues. If the subject efforts of the Group Leader and District Committeeperson are unsuccessful, the matter will be elevated to the Area Committee for consideration and resolution.

If a Team Leader is removed/resigns from their position within the first sixty (60) days on the job, they will be returned to their former team as a team member, seniority permitting. In the event removal or resignation occurs after the first sixty (60) days, the Team Leader will remain in their current team as a team member, seniority permitting. Team members who are involuntarily removed from the Team Leader position are eligible to make application for transfer under Paragraph 63(a) and 63(b).

In circumstances in which the Area Committee has agreed that a Team Leader should be removed from a Team Leader position, that employee cannot be considered for a second Team Leader assignment for a period of (1) year. In such circumstances, the former Team Leader will be eligible to reapply and must successfully complete the Team Leader Selection Process. The parties agree to hold discussions in the event of new product staffing.

Should a Team Leader be removed a second time, he/she will not be eligible for any future Team Leader openings for a period of thirty-six (36) months.

In the instance of a Team Leader resigning, he/she shall be prohibited from eligibility to be a Team Leader for a period of ninety (90) days. Following the subject time frame, he/she will then be eligible to apply for a Team Leader position without being required to re-complete the Team Leader selection process.

JOINT SELECTION COMMITTEE

Area Committee

Each Area will have a joint selection committee consisting of the Area Manager and the appropriate UAW Shop Committeeperson and/or District Committeeperson(s), and other resources as agreed upon by the parties. They will meet as required to discuss concerns relating to the selection and performance of Team Leaders. This Area Committee is empowered to address performance issues up to, and including, reassignment to a non-Team Leader position, as agreed upon by the parties.

Site-wide Committee

The UAW Shop Committee and Management, and other resources, as agreed upon by the parties, will meet as required to discuss, develop, and modify selection and deselection criteria for the Team Leader position.

Team Meetings

During the course of these negotiations the parties discussed the value of providing an opportunity for teams to discuss business and team related issues. Specifically, the parties recognize that team meetings are an opportunity for teams to review, discuss, and implement plans to obtain Spring Hill's objectives around Safety, People, Quality, Responsiveness, Cost and Environment (SPQRCE) contained in the Business Plan Deployment (BPD). The GMS People Involvement Principle regarding the Team Concept is to involve team members in the work process to continuously improve performance, product, quality, and working conditions through teamwork. In addition, it is to develop job satisfaction and personal growth. As such, the parties have agreed that:

- Team meetings will be chaired and conducted by the Team Leader. Minutes of team meetings will be taken and provided to the Group Leader.
- Teams will be expected to develop and display team norms and follow them. A copy of the norms will be provided to the Group Leader and the District Committeeperson for review and approval.
- Teams will review and develop plans to meet Spring Hill's Safety, People, Quality, Responsiveness, Cost, and Environment (SPQRCE) contained in BPD objectives.
- Teams will conduct all business necessary for the efficient operation of the team.
- Teams will be provided appropriate materials and information by leadership, prior to team meetings.
- Teams will discuss any problems and concerns about process and function.
- The teams will review job rotation schedules, overtime charts, work procedures, quality sheets, vacation schedules, etc.

- Utilizing Spring Hill’s decision-making process, decisions within the boundaries of the team will be implemented unless the decision is contrary to sound business practices or is contrary to the Local or National Agreements. In those instances where a deviation from a team decision is required, reasons for the deviation will be provided.
- Members of Management and/or Union representatives may be required to attend a team meeting as requested by the team or by the parties.
- Any weekly changes to the scheduling or duration of team meetings will be communicated to the Team Leader and the appropriate District Committeeperson in such a manner as to provide an opportunity for input, prior to such change taking place. Notification will be communicated 15 minutes prior to the team meeting. Team meetings will be planned for Thursday after the second break. The current frequency and duration of team meetings, which is currently 30 minutes, will continue unless otherwise agreed to by the parties.

Where business needs dictate variation to this schedule, within the other Spring Hill Site Operations, discussion and agreement will be reached by the parties. It is the expectation of the parties that cancelled team meetings will be rescheduled within the same calendar week unless mutually agreed otherwise. Any concerns with the application of this understanding will be brought forward by the Union and addressed by the parties. Failure to reach an agreement, Paragraph 5(a) of the National Agreement may ~~will~~ be administered.

ABSENTEE REPLACEMENT OPERATOR (ARO)

During the course of these negotiations the parties discussed the implementation of the ARO and the impact on successfully implementing the Global Manufacturing Process in Spring Hill. The parties are in agreement that the ARO position is primarily intended to support the Area(s) for vacations, absences, medical restrictions, and leave of absences. Other usage of team members assigned to the-ARO could include, but are not limited to, quality spills, special projects, throughput activities, safety, housekeeping activities, etc, that affect the team’s ability to respond to production needs including Andon.

Furthermore, the parties agree to develop a defined, consistent, site-wide process to review the following information on a monthly basis, regarding each Area(s) ARO utilization.

- Average number of team members on leave of absence
- Historical absenteeism
- Contractual entitlement hours (vacation, hours paid-in-lieu, etc)
- Training requirements
- ADAPT information (medical, restrictions)
- Team Leader utilization
- Other appropriate data/information, as agreed upon by the parties

The ARO pool will be staffed, as determined by the Business Unit after review and discussion with the appropriate Shop Committeeperson(s), utilizing the Local Transfer Agreement.

ARO team members supporting an Area will be considered a team. A working Team Leader will be identified when the ARO Team contains four (4) or more team members on that shift. When the ARO team contains less than four (4) team members per shift, the Group Leader will be responsible to provide pertinent information and direction to the team. The group will identify a communications point person to support the Group Leader with these responsibilities. Team Leaders for the ARO group will be selected utilizing the Team Leader Selection Process, based on the appropriate area of responsibility.

GROUP LEADER RESPONSIBILITIES (These responsibilities are subject to change at any time, and are for information purposes only. Group Leader responsibilities are not a part of the Local Agreement and are not subject to negotiations between the parties)

The role of the Group Leader will be filled by a salaried team member who is responsible to provide guidance and leadership, to assist Team Leaders in the day-to-day operations, and to achieve or exceed Safety, People, Quality, Responsiveness, Cost and Environmental (SPQRCE) goals. The following items represent the specific responsibilities of the Group Leader. This list is not all-inclusive and is subject to modification(s):

- Provide support and resources needed by the Team Leader to meet SPQRCE targets and goals
- Serve as an information resource to the teams and Team Leaders
- Balance manpower within their group
- Manage Absentee Replacement Operators (ARO) within their group
- Assist Team Leaders with record keeping or required documentation
- Monitor and assist Team Leaders in resolving problems or concerns
- Provide disposition regarding vacation requests and informal leave of absence requests
- Maintain appropriate overtime records for their group, and schedule overtime appropriately
- Approve payroll
- Administer the ADAPT process within their group
- Take immediate corrective action to resolve unsafe conditions within their group
- Monitor conformance to standardized work
- Develop boundaries with Team Leaders on emergency relief practices
- Ensure compliance to training goals and objectives
- Appropriately administer the Standards of Conduct, and the provisions of the National and Local Agreements

**SUNDAY NIGHT START-UP
SPRING HILL SITE
GENERAL MOTORS CORPORATION
U.A.W. – LOCAL 1853**

This agreement is entered into this 21st day of March 2018, between the Spring Hill Management, General Motors Corporation, and the Shop Committee of Local 1853, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union.

This Memorandum of Understanding is entered into for the purpose of applying the Working Hours and Holiday Pay sections of the GM-UAW National Agreement for team members whose work week starts on Sunday night.

1. This Memorandum provides that team members may be scheduled to start their regular working week on Sunday night instead of Monday. In order that the Working Hours Section of the National Agreement may be applied to such team members equitably, the parties hereto agree that in the application of the Working Hours Section and the Holiday Pay Section of the National Agreement, such special shifts which begin before Sunday midnight shall be considered as though such shifts began on Monday and each work day of such special shift shall be considered as though it began on the calendar day following the calendar day on which it actually began.
2. The Sunday on which this Memorandum is implemented for individual team members will not generate overtime-premium rates of pay.
3. The parties agree that the above provisions will apply to team members assigned to a traditional five (5) day, eight (8) hour work schedule and/or an Alternative Work Schedule, however, these provisions do not apply to any team members working on necessary continuous seven-day operations.

**PRODUCTION STANDARDS APPEALS PROCESS
SPRING HILL SITE
GENERAL MOTORS CORPORATION
U.A.W. – LOCAL 1853**

This agreement is entered into this 21st day of March 2018 between Spring Hill, General Motors Corporation, and the Shop Committee of Local 1853, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union.

Production standards, in accordance with the GM-UAW National Agreement, shall be established on the basis of fairness and equity consistent with the quality of work, ergonomic standards, efficiency of operations, and the reasonable working capacities of normal team members. When designing production standards, model mix shall be taken into account in establishing and/or changing production standards. The purpose of the Production Standards Appeals Process is to establish a fair and unbiased process to facilitate the resolution of disputes relating to production standards.

The parties understand and agree that the establishment of this process does not preclude nor obligate either party to utilize such process. The Union shall retain the right to grieve if they so determine a grievance is warranted.

Job Loading

Industrial Engineering (I.E.) is responsible to develop time studies on all job elements and to develop job loading and value-added content measurements, with input from the affected teams across all shifts. The I.E. group will review their proposed changes to job elements with team members, Team Leaders, and Group Leaders prior to making a recommendation to the Area Leader for implementation.

Area Leaders are responsible to review the recommendations for compliance to the agreed upon job loading and value-added targets, as established by the Business Unit Leadership. If the recommendation complies with the targets, the recommendation will be implemented.

The parties mutually agree to recognize UAW/I.E. participation in this process which will provide for representation of the stake and equities of the UAW.

Within fourteen (14) calendar days of implementation, the teams through their Team Leader can request an appeal of the implemented changes. All shifts must support such appeal. It is the team's responsibility to provide data that calls into question inaccuracies in the time study.

The Area Leader is responsible to screen the appeals to ensure that data is available to support an appeal. If the Area Leader finds there is sufficient data to support an appeal, it will be forwarded to the Production Standards Appeals Committee.

Production Standards Appeals Committee

The Production Standards Appeals Committee is responsible to review appeals and to make a decision as to the validity of the appeal within ten (10) calendar days of receipt.

This Committee will:

- Refer the issue back to the IE group to make necessary changes to correct the situation as soon as possible. During the interim period, adjustments will be made to the job to reverse/correct the situation within time-lines as agreed to by the Area Manager (or their designated representatives).

Or

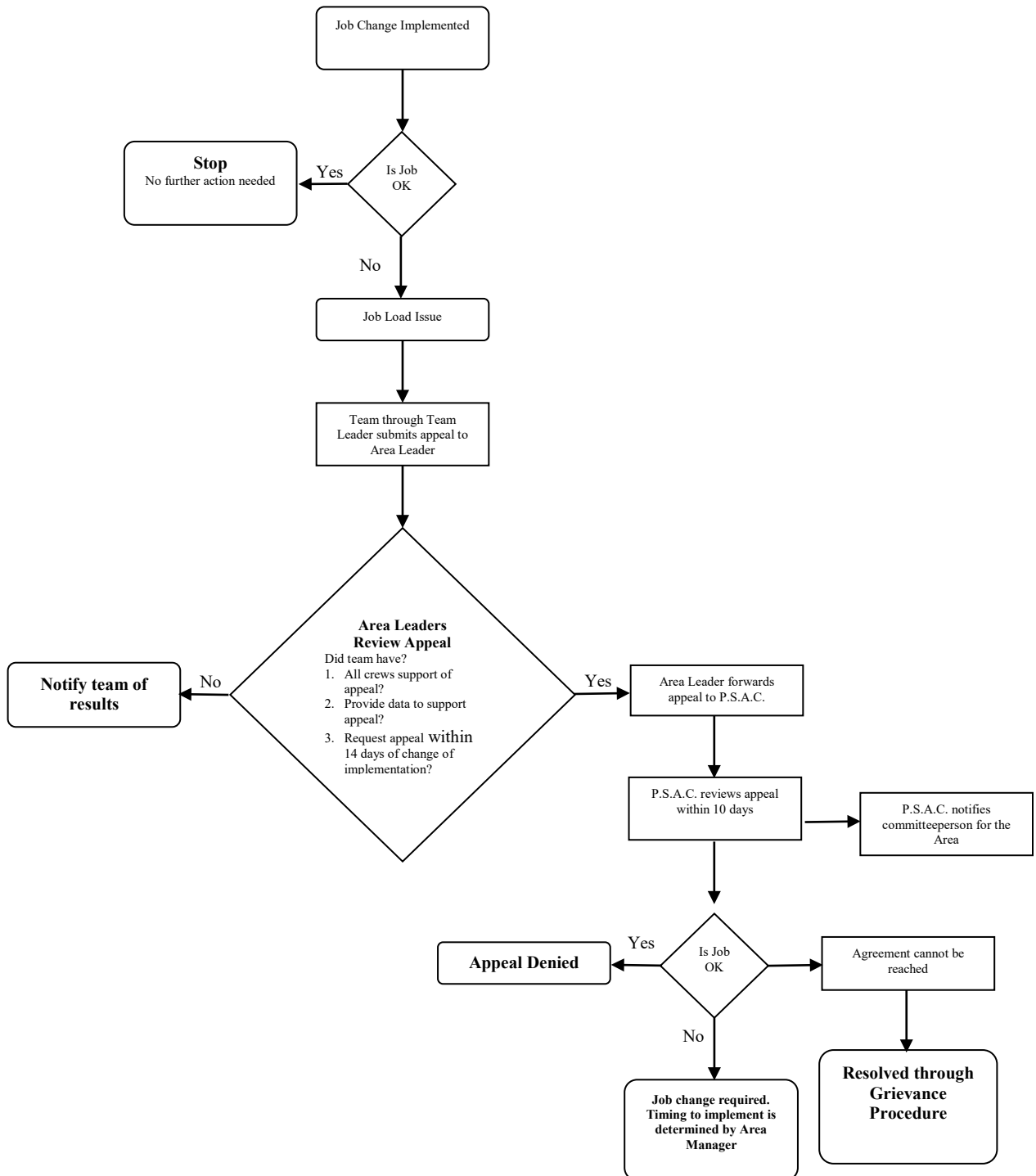
- Uphold the implemented changes.

In the event this Committee cannot reach agreement, the appeal may be referred to the grievance procedure as determined by the Union.

The Production Standards Appeals Committee will be comprised of the following:

- Industrial Engineering Leader
- Area Industrial Engineer
- UAW Committeeperson(s)
- Area Manager / Area Leader
- Other resources as agreed upon by the parties

Production Standards Appeals Process



DIVISION II
MAINTENANCE SUPPLEMENT AGREEMENT
SPRING HILL SITE
GENERAL MOTORS CORPORATION
U.A.W. – LOCAL 1853

This agreement is entered into this 21st day of March 2018 between the Spring Hill Site Management, General Motors Corporation, and the Shop Committee of Local 1853, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union.

SECTION I
Work Assignments

The parties recognize the need to better utilize the skills of our skilled trades' team members and to provide opportunities for them to develop additional skills in an era of advanced technology.

In view of both the competitive situation facing General Motors and the increased role of the skilled trades workforce, skilled trades team members are expected to share and exchange knowledge in the performance of their assignments. There are many situations which team members possess knowledge and skills that extend beyond the normal scope of their current classifications.

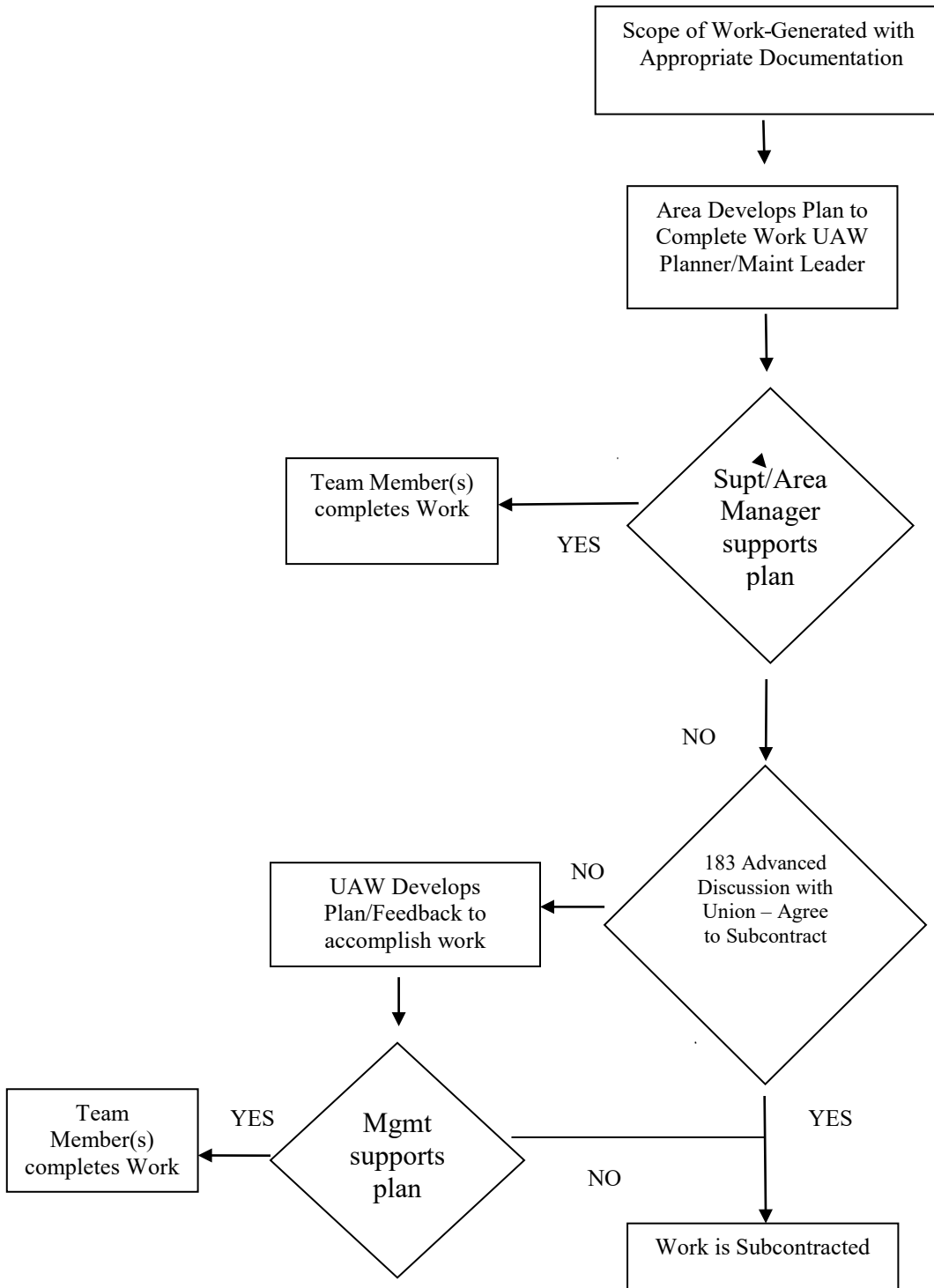
While it is agreed that primary work assignments of team members will be made upon the basis of the recognized skills and abilities of the members so assigned, and to ensure safety and efficiency, other trades will be allowed to assist the primary trade in the performance of a task or duty, when necessary. All trades will have access to any and all tools required to complete a task. Therefore, it is recognized by both parties that there may be unique circumstances when it will be necessary for skilled team members to perform work that falls within the scope of another skilled classification provided the tasks could be completed in a safe manner. Skilled trades team members may assist operators during short term equipment breakdowns of less than one shift to allow for successful equipment bypassing or back-up, either while or until, the equipment can be repaired or appropriate actions taken to restore production.

The local parties have developed a committee to address issues involving improper work assignments and lines of demarcation concerns.

The GM-UAW National Agreement also provides for a formal procedure for resolving skilled trades concerns. In accordance with those provisions, as well as, in keeping with the parties' commitment to maintain a competitive environment for safety, people, quality, responsiveness and cost, it is recognized that every effort will be made to resolve any concerns locally. Those concerns that cannot be resolved at a local level may be processed as provided for in the National Agreement.

SECTION II Work Allocation Process

The nature of maintenance work at times creates periodic inequities in workload between Areas using the Work Allocation Process, Superintendents will level workload based on business priorities. The following flow chart describes the process that will be used to move work across Areas.



SECTION III Subcontracting

The parties agree solutions need to be found that reduce the amount of project/construction subcontracting on site and reduce skilled trades costs in line with projected production volumes, as well as, improve the level of preventive and predictive maintenance activity in our manufacturing areas.

A process will be implemented to consider opportunities to utilize Spring Hill's skilled trades provided they have the available labor, skills, equipment and facilities to do so, and can do the work competitively in terms of quality, cost and performance and within the projected time limits. Skilled trades members will be utilized to do project and construction work on site that in the absence of this agreement, would have been subcontracted. In those instances, the parties will agree, based upon competitive bidding (i.e. cost and timing), and meeting the criteria established in the Contracted Services Memorandum, to the scope and duration of such work and how it will be planned and scheduled without negatively impacting normal maintenance business. It is understood that the assignment of such work to address unique circumstances will not be cited as precedent for continuing claims for such work.

For subcontracting Paragraph 183(d) review purposes, the local parties endorse and commit to apply the GM/UAW National Agreement provisions on the Advanced Discussion Procedure including the Outside Contracting Checklist.

Demand 98 (2018)

When normal and historical work is scheduled to be performed by outside contractors, Management will offer the impacted skilled trades equalization group employees the following:

Monday through Friday- For each day of the week when the contractor is scheduled for eight (8) hours or less, the impacted trade equal to the number of contractors will be offered two (2) hours of daily overtime.

Monday through Friday- For each day of the week when the contractor is scheduled to work in excess of eight (8) hours, the impacted trade equal to the number of contractors will be offered the same hours plus two (2) additional hours.

Saturdays- when the contractor is scheduled to work, the impacted trade equal to the number of contractors, will be offered the same hours (Minimum of eight (8) hours)

Sundays/Holidays-when the contractor is scheduled to work, the impacted trade equal to the number of contractors, will be offered the same hours (Minimum of eight (8) hours)

When the contract work is not being performed across all shifts, and all of the departmental overtime equalization groups are impacted by the work, the following guidelines will apply:

The utilization hours will be offered to the impacted skilled trade overtime equalization groups based on a percentage determined by the total population of the impacted trade in that department on that shift. The percentages will be determined by the Local Parties.

Work recognized in the Orion Small Car and Spring Hill FPO/CPO Non-Strategic Work Functions document, that are assigned to 3rd party, will not be considered as normal and historical Bargaining Unit work, and the above noted language will not apply. The local parties recognize if there are any changes to the above noted Orion Small Car and Spring Hill FPO/CPO Non-Strategic Work Functions document, this understanding may be revisited.

Demand #132 (2018)

The National Parties negotiated a structured bid process during the 2015 GM-UAW National Negotiations, as outlined in an excerpt from the minutes, under the subject of “Non-Strategic Work Functions”. The process outlined may provide an opportunity for the Local Union leadership to be considered when certain non-strategic project work becomes available. Local Management, in cooperation with the GM-UAW Skilled Trades and Apprentice Committee, is agreeable to have the key members of the UAW-GM Joint Task Team provide the appropriate training for interested Spring Hill leadership.

Demand #136 (2018)

Management recognizes the need for Original Equipment Manufacturers (OEM) to provide GM with the equipment and machinery which meets and exceeds the purchased quality, volume, safety, and dependability outlined in the purchase agreement. Management further recognizes the importance for assigning the appropriate skilled trades in accordance with the posting process of the Local Agreement to be involved in the operation early in the pre-launch process to assure that they understand the process equipment maintenance needs.

Demand 46, 110, 111, 118, 122, 125, and 128 (2013)

During these negotiations the parties had extensive discussions pertaining to advance discussion of certain work that is covered under the subcontracting provisions of the 2011 GM-UAW National Agreement. The parties have agreed that is in the best interest of the Company and the Union to fully engage the Bargaining Unit employees in the performance of skilled trades work which is “normal and historical” at Spring Hill. To this end, Management assured the Union that every attempt will be made to accomplish such work with Bargaining Unit personnel prior to subcontracting work. Following ratification, at the first scheduled local sub-contracting review, the National Parties, by the way of a conference call, will monitor discussions to ensure compliance to the process. If the National Parties are not satisfied with process compliance, a joint visit will be scheduled in the first quarter of 2014 to audit the process and provide training if necessary. In support of this understanding, Management re-affirms their commitment to apply the “Work Allocation Process”, as outlined in the current Local Agreement, prior to subcontracting. The parties agree that adequate time is required to review and schedule Bargaining Unit resources outside the impacted overtime equalization team to ensure timely and cost-effective project completion. Therefore, the parties have agreed to advance sign-up for

overtime for all skilled trades Bargaining Unit employees. All impacted employees will be responsible to provide in writing, on a form provided by Management, every Wednesday, their availability for the week following (Monday through Sunday). The parties agree to pilot an area of Spring Hill after ratification. The UAW Local #1853 Chairperson and the Personnel Director will designate a representative to select an area, monitor progress, and resolve any issues before full implementation at the end of the thirty (30) day pilot. In cases of plant shutdown, holiday's, etc., employees may be expected to provide multiple weeks of availability for scheduling purposes. In those instances, Management will discuss their expectations with the Shop Committee in advance of a communication to all impacted skilled trades.

SECTION IV Information Technology

It is imperative to leverage the resources and size of General Motors relative to advances in Information Technology. The parties recognize the significance of the Statement on Technological Progress as a vehicle to ensure orderly transition to the application of new technology while protecting the integrity of historical Bargaining Unit work functions.

Additionally, the implementation of such new technology will provide improved knowledge and skills for represented team members. Issues that arise regarding application/implementation of the aforementioned Information Technology is an appropriate subject for review at the Plant New Technology Committee level, as described in the Statement on Technological Progress, for appropriate resolution.

MEMORANDUM OF UNDERSTANDING DIVISION II – SKILLED TRADES

The parties agreed during these negotiations to capture and clarify local practices intended to remain in effect for the life of this agreement, unless otherwise agreed to by the parties.

1. Apprentices

Apprentice Hiring

With regard to the Apprenticeship Program, the parties remain committed to this process, and will continue to establish the goals necessary to cover long-term attrition beyond the life of this Agreement, when the targeted resource levels are attained or progress indicates objectives will be met. In addition, due to the unique circumstances involved, consideration will be given to local requests for an exemption from the standard selection procedure involving non-seniority candidates, provided qualifications and diversity objectives are protected.

Apprentice Graduates

The Sitewide Placement Coordinators will place all apprentice graduates. Temporary placement of new journeypersons will be made through agreement with Area Leaders until such time that 63(a) transfers are filled or Need-a-Job placements are made.

Apprentice Work Assignments

In addition to the provisions stated in Document 64 of the GM-UAW National Agreement, the parties agree that apprentices are assigned to work with journeymen/women who are responsible for directing the apprentices' job assignments.

2. Toolboxes

The parties agree that toolboxes assigned to apprentices and tradesmen/women shall reside with the team member throughout employment at Spring Hill, as long as they are working in a skilled trades assignment. Upon retirement, such skilled trades employees shall be allowed to take their personal toolboxes and tools with them. Company assets must stay on site.

3. Skilled Trades Committees

It is understood by the parties that Local and National Agreements require the following committees to be established that involve skilled trades Shop and District Committee persons and appropriate Labor Relations and Plant Management representatives, as required by the GM-UAW National Agreement.

Demarcation Committee
Plant New Technology Committee
Paragraph 183 - Subcontracting Committee

4. Skilled Trades Forum

It is understood by the parties that there are Skilled Trades issues that come up from time-to-time that are non-contractual in nature that would be beneficial to be discussed and coordinated across the site for the benefit of both Management and the Local Union. Therefore, the Skilled Trades Forum will continue to function on an as-needed basis, with the understanding that it does not preclude or supersede Local or National Agreement provisions. Forum meetings may be called by the appropriate Management Shop Committee.

5. CUC

During these local negotiations the Union raised concerns relative to the Worldwide Facilities Group and current work assignments of Skilled Trades team members working at the Spring Hill Central Utilities Complex (CUC).

The local parties agree that where the local practices of Spring Hill are considered 'best practices', such practices should not be changed as a result of Document 138 of the National Agreement. It is not the intent of Management to change classifications and/or normal and historical work of Skilled Trades team members working at CUC without prior discussion and agreement with the local Union.

6. MFS

Management Initiative#17; Union Demand # 124 (2013)

During the course of these negotiations the parties discussed concerns around certain work functions that are currently being performed by both Manufacturing Floor Systems (MFS) and General Motors Information Technology (IT).

In an effort to reduce redundant costs and uncompetitive business practices, the parties agree to follow the provisions as outlined below:

The parties recognize that IT will continue to perform certain work functions within their scope of responsibilities, and such work does not violate Paragraph 215 of the current GM-UAW National Agreement.

Management agrees to add one (1) electrician to the MFS group within thirty (30) days of ratification. At that time, the MFS group will be “red circled” and will continue to perform their current functions. If any of the “red circled” MFS employees retires prior to 12/30/14, they will be replaced. However, when attrition occurs after that date, the MFS group will not be re-populated. When the quantity of work exceeds the resources of the MFS team members, a third party and/or GM IT will be used to supplement.

When the current MFS group fully attrits, current work functions will be transitioned to a third party and the sub-contracting provisions of the GM-UAW National Agreement will no longer apply.

Manufacturing Floor Systems (MFS) Team continues to support, troubleshoot and perform routine scheduled maintenance activities on all MFS supported equipment and systems (PC’s, laptops, printers, computer room equipment, LAN, wireless, broadband, two-way radios, barcode scanners, etc.). Their responsibilities include:

- Develop and maintain spare parts and backup strategies for all MFS supported devices and systems.
- Implement and document upgrades and enhancements of all MFS supported systems.
- Assist in the development and implementation of monitoring and maintenance procedures for MFS supported systems.
- Maintain Spring Hill Fire and Watch system.
- Maintain Spring Hill two-way radio system.
- Maintain required documentation for MFS-supported systems.
- Work with IT to implement and maintain systems, strategies and policies.
- Install new network and infrastructure project work as required.
- Respond to help desk/dispatch calls for troubleshooting network and MFS supported equipment.
- Work across Manufacturing site (i.e. Body, Paint, General Assembly, Stamping, Powertrain, LOC, training facilities, as required).

7. Production Maintenance Partnership (PMP)

It is the intent of the parties to implement the PMP provisions of the National Agreement. The parties recognize that the PMP process utilizes Workplace Organization & Visual Controls and regularly scheduled inspections to detect abnormal machinery and equipment operating conditions. In addition, it provides a method to assure the necessary tasks are completed by the appropriate personnel in a safe manner, thereby increasing responsiveness and quality, as well as reducing overall cost. The parties agree that a jointly supported PMP will create a positive communication link among Operating Technicians who operate equipment and appropriate skilled trades employees who service equipment.

Operating Technicians and other UAW resources will not be assigned to perform work normally and historically performed by skilled trades employees, however, they will be assigned to perform routine/minor PMP tasks as provided for in Document 157 of the National Agreement, and agreed to by the local parties. It is not intended that Operating Technicians be assigned tasks which would require completion of the training associated with the Apprenticeship Program. However, within the concepts of PMP there are activities of mutual benefit that Operating Technicians may perform, provided:

- The performance of all tasks is done with safety given primary consideration and that required GM-UAW Health and Safety training is completed.
- Questions relative to the appropriateness of any PMP tasks are to be directed to the appropriate member of Management and/or Committeeperson responsible for skilled trades. Disputed tasks being assigned by PMP to Operating Technicians outside their normal scope of work are subject to review by the Shop Committee and Management.

Temporary Reassignment of Skilled Trades

During these negotiations, the parties agreed to provide Division II team members' contractual rights under Section IV (Indefinite) of the Seniority Agreement Reduction-In-Force layoff provisions, to have the option to work in Division I, seniority permitting, provided they have previously established seniority in Division I. It is not Managements intent under these provisions to temporarily assign Division II team members, who exercised their option to work in Division I, to Division II jobs of short duration in lieu of recalling Division II team members who have been laid off under the Reduction-In-Force provisions.

SKILLED TRADES AGREEMENTS

Demand #79 (2011)

The joint annual training plan is developed and approved by the parties for sitewide annual training needs that will include area specific training requirements. Additionally, Management is committed to continue using the JIT process for Operating Technicians and the flexibility charts for skilled trades in their respective area.

Demand #86 (2013)

Management will make every effort to assign trades to work with OEM's and service technicians for training purposes.

Demand #91 (2013)

Management understands the need to support GMS Planned Maintenance objectives by making the appropriate tools available in maintenance work areas to perform repairs to process equipment. As such, Management will respond to any equipment concerns brought forward to the joint parties.

Demand#111 (2018)

Production, mechanical, electrical, and die making classifications will be represented in launch activities when their expertise is required, and shall be in accordance with the Vehicle Development Process (VDP), including current launch template guidelines and requirements.

Demand #118 (2018)

Management recognizes the need for Maximo administration and preventative maintenance planning. Under current business conditions, Management has assigned skilled trades to this assignment in Powertrain (1), Stamping (1), Paint & Injection Molding North (Polymers) (1), Body (1), and Injection Molding South (1). If any other business need arises that would require additional support for preventative maintenance and Maximo administration, Management will post an internal posting for the area with the need using the KSA process, with no backfill required.

Once the National Parties jointly agree to the GMS guidelines around these work assignments, the Local Parties will adhere to the established parameters and will adjust manpower accordingly.

Demand #93 & #126; Management Initiative #14 (2013)

During the course of these negotiations the parties held lengthy discussions concerning the efficiency and cost effectiveness of certain activities currently being performed by Tool and Die Makers. The parties agree to exit the gauge calibration and repair functions and transition such work to a third party. However, in-process repair and calibration of gauges that cannot be removed from the production process will continue to be repaired by Bargaining Unit skilled trades employees. In addition, the performance of cutter grinder activities, and tool construction, will only be performed by the Bargaining Unit, based on a favorable business case decision. The affected Tool and Die Makers will be redeployed to other meaningful work.

Demand #129 (2018)

Management recognizes there are GMS standards that outline maintenance shop standards, toolboxes, and maintenance team rooms. Accordingly, the Global Manufacturing System (GMS) principles, elements, and core requirements will be jointly applied.

Demand #94 (2018)

The work function of Weld Check and Weld Destruct in the Spring Hill Body Shop will be assigned to the Bargaining Unit.

Demand #295 (2011)

Management intends to actively involve all skilled trades employees in publishing and maintaining all maintenance work orders inclusive of PMs, breakdown data, CMs, etc. Spring Hill skilled trades are deficient in the skills to enter and modify Maximo data, however, the Spring Hill Maximo Administrator, with CACs, are training all maintenance team members regarding Maximo 7, starting with the maintenance Team Leaders. Equipment histories should be maintained in Maximo with work orders. Maximo then can be used as a tool to predict equipment failures. Management is committed to train all skilled trades employees in Maximo 7 within 6 months of ratification of the Local Agreement. Upon completion of this training, it is the expectation that the skilled trades team member close-out the work order in Maximo.

Demand #85 (2013)

The parties had extensive discussion regarding the methods to safely conduct a buss plug for process or conveyance systems. The parties understand the desire to access the substation to self-perform lockout, and as such, have the appropriate training to enter the substation. Management agrees to train an adequate number of electricians, per shift, in each of the three buildings on substation access and feeder breaker lockout for the purpose of de-energizing and re-energizing a power source.

**MEMBER SERVICES AGREEMENT
SPRING HILL SITE
GENERAL MOTORS CORPORATION
U.A.W. – LOCAL 1853**

This agreement is entered into this 21st day of March, 2018 between Spring Hill, General Motors Corporation, and the Shop Committee of Local 1853, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union.

**SECTION I
Uniform and Safety Shoe Agreement**

Local Agreement Revised Final Resolution of Issue #8 (2018)

Clothing allowance

Seniority employees will receive seven (7) allowances in the sum of \$300 each, for the purchase of clothes from the in-plant clothing store, or for the reimbursement of health club membership. The allowances will be made in accordance with the following schedule:

Eligibility Dates:

- Effective date of ratification
- December 7, 2019
- December 6, 2020
- December 6, 2021
- December 5, 2022
- December 4, 2023
- December 2, 2024

Defined Periods of Disbursement:

- Upon effective date of Ratification – December 31, 2018
- January 4, 2019 – December 31, 2019
- January 3, 2020 – December 31, 2020
- January 8, 2021 – December 31, 2021
- January 7, 2022 – December 31, 2022
- January 6, 2023 – December 31, 2023
- January 8, 2024 – December 31, 2024

Management also agrees to an annual \$100.00 allowance for employees that are required to wear safety shoes. If such safety shoes become damaged while working in the plant, replacement safety shoes will be provided.

Employees seeking reimbursement for a fitness center membership will be processed on a one-time basis each applicable year. Receipts attached to the Fitness Center Contract must be submitted no later than May 1st of each applicable year. Furthermore, employees who have fitness membership receipts for 2018 calendar year will be reimbursed up to the agreed upon amount, provided the receipts are submitted by October 1, 2018.

Additionally, due to the lapse in payment for the 2017 calendar year, payments for the 2018, 2019 and 2020 calendar years will be increased by \$100.00 (one hundred dollars).

Gym Membership Reimbursement

The parties had significant discussions during these negotiations with regard to the health benefits for UAW Members of having access to an athletic facility. It was agreed that a portion of the negotiated Clothing allowance could be utilized for Gym Membership Reimbursement as described in the clothing allowance language.

Demand #48 (2018)

Management will make appropriate foul weather gear available to team members in those areas that require outside work assignments. This will be common gear that will remain the property of GM-Spring Hill and inventoried via the Indirect Crib.

As agreed to by the parties, all clothing and uniforms provided to UAW members are selected and approved by the parties.

Clothing items provided will be U.S., and Union made where possible.

Safety shoe reimbursement for team members with special needs that cannot be accommodated by the on-site shoe store will be provided on a case-by-case basis.

SECTION II Cafeteria and/or Food Services

Demand #21 (2018)

Management has no objection to the food vendor installing a deli sandwich service bar, and Management will perform the necessary facility hook-ups. Any areas brought to the attention of Management regarding the need for additional cleaning will be promptly investigated. Management recognizes the need to provide its workforce with a clean cafeteria area. Based on need, Management shall provide additional cleaning to the Body Shop, Global Propulsion Systems (GPS), and General Assembly cafeterias.

SECTION III Safety and Medical Services

Demand #26 (2018)

Current practice is to have medical facility open anytime we have a full production shift scheduled. Management agrees that we will maintain current practice. During partial operations, the nature of the work to be performed will determine medical facilities staffing requirements. Additionally, Management will work with security to ensure that the practice of a qualified and trained Emergency Medical Technician (EMT) is maintained on all shifts.

Demand #40 (2018)

Employees who are injured in the plant and are sent out by Plant Medical for treatment will be compensated up to eight (8.0) hours at the applicable rate of pay on the date the injury was sustained.

Demand #49 (2018)

Management will engage Corporate Health Services and the National Health & Safety Committee to provide guidance to the Plant Medical Director, along with the Local Joint Health & Safety Committee, regarding the purchase of Automated External Defibrillators (AED) and appropriate distribution locations across the Spring Hill manufacturing site.

Demand #61 (2011)

Management will continue to provide personal protective equipment where and when required as defined by the Health and Safety department.

MEMORANDUM OF UNDERSTANDING EDUCATION AND TRAINING

Spring Hill Management and the UAW have long recognized the need to provide an ongoing education, training and team development process. During the 2009 negotiations the parties reaffirmed their commitment to education and training for our team members.

Both parties recognize the value of continuing to make training available to Spring Hill team members. Spring Hill team member training requirements shall be set by the Local Joint Activities Committee. Further the parties pledge to continue providing the resources necessary to assure that all team members receive education, training, and development opportunities designed to create a highly motivated, capable workforce. Both parties are committed to the continual improvement of our team member skills and Spring Hill's ability to succeed and compete globally as a manufacturing facility. Furthermore, the parties commit to utilize local and joint funds available for these endeavors.

The UAW will be fully involved in all phases of training, including analysis and development that is directed toward UAW represented team members.

TUITION ASSISTANCE

The parties mutually agree to fully support and implement the GM-UAW National Agreement provisions on the Memorandum of Understanding Tuition Assistance Plan.

LOCAL JOINT ACTIVITIES COMMITTEE - TRAINING

The parties will utilize the Local Joint Activities Committee, as outlined in the GM-UAW National Agreement, to direct, coordinate, and promote personal and industrial education and training opportunities for Spring Hill. The Local Joint Activities Committee consists of the President of the Local Union, the Shop Committee Chairperson and members of the Shop Committee, the Plant Manager, the Personnel Director and other appropriate Management Representatives. The Local Joint Activities Committee will be co-chaired by the UAW Shop Committee Chairperson and the Personnel Director. The membership will be comprised of others designated by the Shop Committee Chairperson and the Personnel Director.

The duties and responsibilities of the Local Joint Activities Committee include:

- Meet at least quarterly, or more frequently if needed, at jointly agreed upon times and places.
- Review the resources, roles, and responsibilities of manufacturing training and the Spring Hill Technical Training Group (STTG) to ensure the effectiveness of these activities.
- Review the education and training section of the Spring Hill site business plan prior to its submission for approval.
- Review the implementation of personal development course offerings.
- Monitor and evaluate the performance and results of education and training activities including the Tuition Assistance Program (TAP).
- Provide positive recognition and/or corrective action as required.
- The parties agree that the Local Joint Activities Committee will continue to work to improve current intact team and leader training opportunities, including team leader training and development.

In addition, the following education and training issues were discussed and resolved by the parties:

EDUCATION AND TRAINING COURSES

- In addition to Document 109 – Pre and Post Retirement Programs, of the GM-UAW National Agreement, Spring Hill will continue to provide pre and post retirement training for UAW represented team members.
- Spring Hill will jointly develop and administer the pre-hire and post-hire orientation programs for prospective and selected members in conjunction with Document 38 – Orientation Program, of the GM-UAW National Agreement.

- The parties agree to continue to review and expand based on team members' needs, the personal development course offerings.
- The parties discussed the value of providing all team members with an increased awareness of the UAW and Spring Hill, as institutions.

The parties agree to expand Spring Hill's offerings in the areas of union awareness, the UAW and Spring Hill's structure and philosophy, national political process, and issues facing the Union and Spring Hill in the automotive industry today.

- The parties recognize that the Work Unit is an important building block in our future success. It is recognized that team development, understanding team roles and responsibilities, and team growth are important, and that the training organization will play a key role in the development of such programs.
- The parties agree to develop additional courses based upon identified needs to continuously improve the skills and effectiveness of instructors.
- It is mutually agreed that Spring Hill's local Union leadership; President, Shop Committee Chairperson, and the Shop Committeepersons, along with Spring Hill's manufacturing leaders, as deemed appropriate by the parties, will attend the GM-UAW National PEL Program.
- The parties will also jointly develop a local PEL-type curriculum to be available to Spring Hill Team Members. The curriculum will be reviewed by the Local Joint Activities Committee. The parties commit to a minimum of 10 sessions annually.
- The parties agree that the joint Spring Hill Training Leadership will attend UAW-GM joint conferences, training, etc. when requested or required.
- The parties agree that training class attendance will be tracked. Issues regarding attendance will be forwarded to the Local Joint Activities Committee.
- The organization will continue to establish an end of the 3rd Quarter ITP development target. This will allow Training Resources to use the 4th Quarter to prepare for the following year's training.
- The parties will continue to pursue obtaining additional college credit or continuing education units (CEU) for appropriate courses.
- The parties recognize there is a need for OSHA and Safety Council training throughout Spring Hill. In addition, other courses that improve our competitive position and develop our team members will be offered as agreed to by the Local Joint Activities Committee.
- The parties agree to increase their emphasis on basic educational opportunities and training while ensuring that team members, spouses, and retirees have access to basic skills education. In addition, the parties agree to review various methods/mediums that are cost effective and practicable.

- The parties agree that where appropriate and space permits, spouses and dependent children may attend certain other training classes as defined by the Local Joint Activities Committee. Such classes will be offered at an appropriate location.

Demand #25 (2013)

The online General Motors learning program is administered on a centralized basis for the entire Company. Certain courses are available to hourly employees, suppliers, and salaried employees as are deemed appropriate. Employees may utilize the web site to determine specific course offerings and eligibility.

TECHNICAL TRAINING

- The parties agree to continue to support the responsibilities of the Spring Hill Technical Training Group (STTG), including both building-specific, as well as, site-wide technical training. Input from purchasing, finance, and engineering will be provided to determine the funding and resources necessary to meet all technical training needs.
- The STTG will continue to work to ensure appropriate team members are scheduled, in priority order, for site-wide technical courses.
- The parties discussed the continuing need for the involvement of Operating Technicians and Skilled Trades employees in determining training needs for all new equipment. The parties agree that as part of the Spring Hill training and manual specification process, the Business Unit Technical Training Representatives will obtain input from the appropriate employees prior to signing off on the Training Manual Specifications document.
- The parties agree to provide continuing robotic training opportunities for appropriate team members to improve their skills and effectiveness in the workplace.

Demand #271 (2013) Skilled Trades training

Technical training is driven through the skills versatility process. New team members are added to the team skills versatility chart which includes area specific needs such as safety, local training, vendor training, and equipment technical training. The Technical Training Committee collects data from all the skills versatility sheets and schedules technical training for the team members to attend classes.

Demand #326 (2013)

Management will provide adequate technical training as established jointly by the site Technical Training Committee.

Demand #330 (2013)

The training committee works to provide training across all shifts when reasonably possible to do so.

Demand #332 (2013)

The Technical Training Committee will jointly determine the appropriate amount of training to be included in the annual training plan.

EQUIPMENT RESOURCES AND FACILITIES

The parties discussed the training resources and facilities currently available to support Education and Training.

- The parties agree to continue to study the adequacy of equipment, resources, and facilities to meet education and training needs, including the computer labs across the site. The results of these studies will be referred to the Local Joint Activities Committee to determine the necessary actions to ensure that education and training needs are met.
- UAW Training Representatives will have input to funding and budget matters related to education and training.
- The UAW will be fully involved in all phases, including analysis and development of education and training that is directed toward UAW represented team members.
- The parties agree the UAW Training Representatives will be actively involved in the development and delivery of training necessary for effective process changes or product launches.
- The parties agree that all aspects of education and training will be jointly staffed. This includes, but is not limited to, the analysis, development, and delivery of training directed at UAW represented team members.
- The parties agree to implement instructor led computer classes for Windows 2000 applications.
- The parties agree to explore access to GMU web-based training.

LEADERSHIP RESPONSIBILITIES

The parties discussed that teaching is a powerful method of role model leadership. Spring Hill is fortunate that many leaders have contributed greatly to the effort of instructing classes, which is recognized and appreciated. Plant leaders who teach demonstrates the partnerships commitment to training. It is considered to be one of Spring Hill's represented and non-represented leaders' most important responsibilities. For training to be successful, the active involvement of leaders as teachers must continue to meet the demands of the wide variety of classes needed by team members.

Program Execution Team (PET) Involvement

The parties agree that Program Execution Team (PET) UAW involvement is determined by the National Parties.

Miscellaneous

Special Meeting – Paragraph 88 (May 11, 2006)

Change in Start Times:

Management agrees to notify the Shop Committee of its intent to modify start/stop times of employees. The notification will include the reason for the change. If the change in start time affects individual employees within a team, Management will first ask for volunteers. If sufficient volunteers are not secured, the least senior employees will be required to change their start times.

Change of Break Times:

In emergency situations, when it becomes necessary to change the time of second break, the District and Shop Committeepersons will be notified as far in advance as possible. The second break will not be moved more than 36 minutes either way from current scheduled relief time.

Demand #37 (2018)

The Union proposes a ‘Thank you for buying a GM Union Made, American Made vehicle’ sign to be affixed to the fence at all entrances.

Demand #42 (2018)

During these Local Negotiations, the Union raised the issue of Management requiring employees to sign documents on the floor without the UAW having any knowledge of the document and/or the requirement to sign same. As a result of discussion between the parties, Management agrees the Shop Committee will be contacted for review prior to utilizing a non-standard document that requires an employee signature.

Demand #43 (2018) Demand #13 (2013)

Management agrees to arrange with the GM Benefits Staff to have a representative knowledgeable of the Saturn Retirement Program make an informative presentation on a mutually agreeable date following the April 2017 GM-UAW Benefits Conference, to current Benefit Representatives and their alternates of such Saturn Retirement Program provisions. Following the session, two (2) presentations will be provided to current and future Saturn retirees and employees (on their own time) at the Local #1853 Union Hall. The parties agree to jointly request the use of joint funds to pay the expenses associated with this training effort.

Demand #78 (2018)

Standards for group rooms are developed and maintained from GMS principles. However, the parties discussed as new and/or replacement seating is needed, the GMS People Involvement Basket Weave team will look at alternatives to determine the best available seating options that are compliant with GMS standards. Recommendations will be reviewed with the GMS Local Leadership Council for approval.

Demand #79 (2018)

Management will install six (6) ice makers. Locations will be determined by the parties.

Demand #97 (2018)

Employees in the UAW Quality Technician job will continue to perform the task of transporting gages between the on-floor operations and the Rim Star System in Global Propulsion Systems.

Demand# 11 (2013)

The parties agree that upon employee's request, supervisor of the area will print off weekly payroll screen.

Demand #26 (2013)

The current location of picnic tables and grills outside were jointly determined by management and the Union. Spring Hill has a process to manage the requests for new, transition of existing or removal of picnic tables and grills. All requests should be made in writing to the Area Manager so the impact of all employees, both salaried and hourly can be taken into consideration prior to any change. The parties recognize the need to continually address issues as they arise. As such issues will be addressed jointly as they arise.

Demand #64 (2013)

Management agrees to continue installation of televisions in group rooms. As a matter of practice, the television will be tuned to CNN or other jointly approved programs during break and lunch periods, except when business-related communication is being aired. As televisions are used for joint communication, the Parties agree to apply for joint funds to offset the cost of the televisions.

Demand #65 (2013)

Management agrees that the current location of smoking shelters were jointly determined between management and UAW. Spring Hill has a process to manage the request for new shelters, transition of existing shelters, or removal. All requests to relocate smoking shelters should be made in writing to the Area Manager so the impact of all employees, both salaried and hourly can be taken into consideration prior to a move. The parties recognize the need to continually address issues as they arise. As such, the need for a smoking shelter(s) will be jointly determined for the new area in Powertrain.

Demand#70 (2013)

The parties agree that team members who are approved by management to attend functions outside the plant premises will be paid for the hours that they would have been entitled to had they been working in the plant.

Demand #88(a) (2013)

All members of management who write SOP's are given training on the writing and proper application of SOP's. The process is documented and maintained on the plant's sharepoint site, under Safety, so it is accessible at all times.

Demand #88(b) (2013)

Sufficient time is provided for employees to don/doff personal protective equipment. Any situations that result in an employee's inability to properly utilize such clothing/equipment should be brought to the attention of the Local parties for disposition. Management will also comply with any future changes that may occur to Federal Government regulations/laws associated with this issue.

Demand #96 (2013)

Management will provide appropriate, functioning, communication tools. The methods and devices to be utilized will be reviewed at the first scheduled SRB meeting after ratification.

Demand #114 (2013)

Our current Maximo process generates an expiration report 90-days prior to the expiration of a team member's mobile equipment license. This process ensures that physicals and training are scheduled far enough in advance to prevent team members license from expiring. Additionally, during the discussions of this demand the Union's primary concerns with regards to this issue was not necessarily the process, but the issue of Management not sending team members to the scheduled training. As such, Management is committed to address this issue and have team members trained in a timely manner. SRB will monitor this process on a monthly basis.

Demand #152 (2013)

Management supports the employee purchase and use of GM electric vehicles. Provisions for electric vehicle charging will be established in employee parking lots. The quantity and location will be predicated on need and availability of appropriate power. Management will work with the UAW leadership in determining the best locations for the team members,

Demand #156 (2013)

Management will provide the American Flag, Tennessee State Flag, UAW Flag and POW/MIA flag be flown each day. These flags would be replaced every 6 months for wear or sooner if needed.

Demand #195 (2013)

Management will provide particulate and respirators (HEPA) to all team members who desire them if approved by the Medical and Safety Departments for their job assignment.

Demand #200 (2013)

Benefit offices will be secured with doors capable of being locked to secure confidential documents.

Demand #201 (2013)

UAW Benefits Representatives will be provided locking file cabinets to secure confidential employee files.

Demand #298 (2013)

Deer Skin gloves will be made available to all Division II Skilled Trades members.

Demand #318 (2013)

Electricians who do not have the ESWP tools should notify their supervisor and management will provide the appropriate missing tools.

Demand #359 (2013)

During the current negotiations, the parties held lengthy discussions around retirees and spouses having access to the UAW-GM Training Center and with their UAW Benefit Representative. In this regard, the parties agree to develop a process to provide this access. Furthermore, the Parties agreed that when retirees or their spouses are scheduled to meet with either a Benefit Representative or are scheduled to attend a training course at the GM/UAW Skill Center, the Benefit Representative or the Leadership of the Training Department may provide written notification to Plant Security to allow access to the site. In addition, Management will provide all retirees an honorary badge.

Demand #363 (2013)

The parties agree to apply for joint funds to purchase a television for each cafeteria that will be tuned to CNN or other jointly approved programs.

Discussions of December 21 & 22, 2015:

- All Paint robot cleaning and dressing (robot covers and wrist) will be performed by 3rd Party Housekeeping.
- The 3rd Party provider will be responsible for pick-up and delivery of materials from predetermined locations in Stamping, IMN, and IMS. These materials are to be delivered to the Vehicle Assembly line. Furthermore, the parties agree that work currently performed by GM/UAW Materials personnel will not be impacted.
- All weld cap changes may be performed by qualified and trained Production or Skilled Trades team members.
- Orientation for transfers will consist of a day and one-half (second day will be conducted at the Union Hall from 6:00am to 11:00am)

**CONSULTATION PROCESS
SPRING HILL SITE
GENERAL MOTORS CORPORATION
U.A.W. – LOCAL 1853**

This agreement is entered into this 21st day of March, 2018, between Spring Hill, General Motors Corporation, and the Shop Committee of Local 1853, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union.

CONSULTATION PROCESS

Spring Hill was founded upon the belief that our team members are highly motivated to work collaboratively in achieving a high-performance organization. It is also based upon the belief that team members are responsible and accountable for their own behavior. In most instances, team member's behavior is within acceptable boundaries of mutual trust and respect, and contributes to the success of the organization. Situations may occur, however, where a team member's behavior is not contributing to the work unit or organization's success. For these instances, it is necessary to establish certain conduct levels and overall procedures that assure the protection and well being of all Spring Hill team members.

In most instances, correcting behavior that adversely affects the individual(s) success can be accomplished by the Group Leader and appropriate resources, as required, utilizing coaching and counseling and/or the formal Consultation Process as defined herein. If counseling and attempts to modify behavior are ineffective, or in the cases of serious misconduct, Management may initiate disciplinary action, up to and including discharge, depending on the seriousness of the offense, in the judgment of Management, utilizing the Standards of Conduct.

In those instances where the Group Leader, the Union representative, and the team member believe that the team member's behavior can be modified utilizing a Consultation Process, the parties will develop a written action plan outlining the specific behavior modifications required of the team member. Such action plans will:

- Emphasize support for the Spring Hill Mission and Values
- Establish the need for the team member's contribution to Spring Hill
- Define the team member's role in attaining Spring Hill goals
- Establish specific timing for further evaluation
- Define additional resources and their support roles
- Reflect the established norms for all Spring Hill team members

The intent of this process is to successfully change the team member's behavior. It is recognized by the parties that such success is dependent upon the team member recognizing and acknowledging the behavior that requires change, and taking full accountability to modify their behavior. The respective Group Leader and Union representative will provide the necessary support (training, coaching, etc.) to assist the team member in meeting their behavior modification goals. However, the responsibility for changing inappropriate behavior ultimately lies with the team member.

Language from 2015 GM-UAW National Agreement, for reference only. Always refer to the current GM-UAW National for changes to this language.

ATTENDANCE PROCEDURE

All provisions of the GM/UAW National Agreement on Attendance apply to the Spring Hill site. It is understood by the parties that any changes made to the current or future GM/UAW National Agreement provisions on Attendance will apply. The following Special Procedure for Attendance is contained in the 2015 GM/UAW Agreement.

Doc. No. 8

MEMORANDUM OF UNDERSTANDING – SPECIAL PROCEDURE FOR ATTENDANCE

The Corporation and the International Union agree that the problem of unwarranted absenteeism must be addressed in a cooperative and constructive manner. Both parties recognize that unwarranted absences adversely impact quality, cost and efficiency and in so doing constitute a threat to the job security of all employees.

The parties also recognize that sometimes absenteeism is the result of personal or unforeseen problems in an employee's life and that such problems must be addressed in a reasonable and responsible manner.

Based on the foregoing the parties agree to adopt this Special Procedure for Attendance. This procedure is intended to encourage regular attendance through corrective discussion, use of approved contractual time off, and the availability of the Employee Assistance Program, while at the same time expecting employees to accept responsibility for their own attendance behavior.

SPECIAL PROCEDURE FOR ATTENDANCE

1. This procedure will apply to all employees who have acquired seniority pursuant to Paragraph (57) of the National Agreement.
2. This Special Procedure for Attendance is a process in which the reason for an absence is no longer relevant nor required. Recognizing that there are contractually acceptable reasons for missing work, certain absences by their definition are not subject to the Improvement Steps of this procedure.
3. The action taken by Management as a result of the Attendance Improvement Steps of this procedure is subject to the Disciplinary Layoffs and Discharges Section of the National Agreement and the Grievance Procedure Section of the National Agreement as hereinafter defined. Grievances filed in regards to this Special Procedure will be initiated at the Second Step and shall be strictly limited in scope to claims that the procedure was improperly administered. Grievances may be filed following the termination of employment at the 6th Step of the Procedure claiming that the instant absence, tardiness or failure to call in was due to documented extraordinary circumstances beyond the employee's control.

4. This procedure is separate and distinct from the plant's standard corrective disciplinary procedures. All instances of employee absence, except the excludable absences as defined in paragraph 5, below, will be addressed through this procedure.

5. Absences excluded from this procedure which will not place the employee into the Attendance Improvement Steps are as follows:

- Informal Leave of Absence – Paragraph (103)
- Formal Leave of Absence – Paragraph (104)
- Formal Leave of Absence – Paragraph (105a)
- Sick Leave of Absence - Paragraph (106) – when receiving Sickness and Accident benefits
- Compensable Leave – Paragraph (108)
- Leave of Absence for Union Activity – Paragraphs (109) & (109a)
- Leave of Absence for Public Office – Paragraphs (110) & (110a)
- Leave of Absence for Military Service – Paragraph (112)
- Educational Leave of Absence – Paragraph (113)
- Leave of Absence – Apprentice Training – Paragraph (113a)
- Absence for Jury Duty – Paragraph (218)
- Absence for Short-Term Active Duty – Paragraph (218a)
- Bereavement – Paragraph (218b)
- Approved Vacation
- Vacation Restricted (VR) – Paragraph (194) – (Up to five (5) instances of absence as defined in Paragraph 8, below)
- Approved FMLA
- Disciplinary Layoff or Suspension
- Absences required to be protected by law

6. Instances of absence subject to this procedure are defined as follows:

- A. One (1) day or two (2) consecutive days of absence will be treated as one (1) absence.
- B. Absences of three (3) or more consecutive days will be treated as two (2) separate absences.
- C. Tardiness of four (4) hours or more, or five (5) hours or more in plants with Alternative Work Schedules.

7. Employees are expected to request time off as far in advance of the absence as possible. When instances occur where an absence or tardiness as defined above could not be planned in advance, employees are required to call in to report their absence or tardiness at least thirty (30) minutes prior to the scheduled starting time of the shift for which they will be absent or tardy unless they can provide a satisfactory reason to Management for such failure to call in. If an employee fails to call in, the absence is considered an instance in this procedure, whether or not it is permitted under this policy. For all locations, the number utilized for reporting unplanned absence or tardiness is: 1-800-222-8889.

Employees calling to report multiple consecutive days of absence must enter their expected return to work date. In these situations, additional daily absence calls will not be required. If the employee fails to return to work on the date originally indicated, an absence Call- In, compliant with the above conditions, will be required. Should an employee fail to enter a return to work date, the Call-In system will default to a code of 99/99 and Management will expect the employee to return to work on the next scheduled work day following the date of the Call-In.

8. Absences not excused in advance will result in Paragraph (194) Vacation Restricted (VR) hours being allocated to each hour of absence, up to eight (8) hours, on each day of such absence. During any eligibility year, employees will be limited to a maximum of five (5) instances where VR time will be allocated to an absence which was not excused in advance. Employees who are placed in Step 4 or 5 in the Attendance Improvement Steps must receive prior approval for use of VR hours.

9. Use of VR hours will not be permitted, unless excused in advance, on the following days:

A. Holiday qualifying days as specified in Paragraph (203)(3).

B. The last scheduled workday in the week preceding a Monday holiday specified in Paragraph (203).

C. The next scheduled workday in the week following a Friday holiday specified in Paragraph (203).

10. Instances of absence beyond those identified in paragraph 5, failure to call in as referenced in paragraph 7, or an unexcused absence occurring on a day identified in paragraph 9, will be subject to the Attendance Improvement Steps. A Paragraph (76a) interview will be offered in accordance with Paragraph (3) above. During a Paragraph (76a) interview conducted in connection with the Third Step of this Procedure, the employee will be advised of the availability of the Employee Assistance Program.

ATTENDANCE IMPROVEMENT STEPS

Step	Absence/Instance	Action	Time on Record
1	First	First Written Warning	6 Months – Providing no further non- excludable absences; extended by periods of leaves.
2	Second	Second Written Warning	12 Months – Providing no further non- excludable absences; extended by periods of leaves.
3	Third	Referral to <u>Work/Family</u> and Balance of Shift Plus 1 Week Unpaid Time Off	18 Months – Providing no further non- excludable absences; extended by periods of leaves.
4	Fourth	Balance of Shift Plus 2 Week Unpaid Time Off <u>and Required Meeting with Work/Family</u>	18 Months – Providing no further non- excludable absences; extended by periods of leaves.
5	Fifth	Balance of Shift Plus 30 Day Unpaid Time Off	18 Months – Providing no further non- excludable absences; extended by periods of leaves.
6	Sixth	Termination of Employment	

An employee facing termination pursuant to this Procedure (6th Step) may request to have their pending termination reviewed by the Personnel Director (or their designate) and the Shop Chairman (or their designate) to consider whether the employee’s instant absence or failure to call in was due to documented extraordinary circumstances beyond their control. If the local parties agree not to take further action, the employee will remain at their current Step of the Procedure. However, should the parties not reach agreement, Management reserves the right to terminate the employee.

11. The Special Procedure for Attendance establishes fixed outcomes with respect to all matters contained in the Attendance Improvement Steps chart and supersedes all local understandings and agreements pertaining to attendance matters. Each action will remain on record until the defined "Time on Record" for that step has expired. In the event an employee is issued a subsequent action, all prior actions will remain on record until the most recent action attains its defined "Time on Record," at which time the employee's record will be cleared of this and all previous action steps.

NATIONAL COMMITTEE ON ATTENDANCE

12. The National Committee on Attendance will consist of two (2) representatives of the Corporation and two (2) representatives of the International Union. The National Committee will meet twice a year at a mutually agreeable time and place to review attendance data and discuss ways to reduce unwarranted absenteeism.

**SITE SECURITY
MEMORANDUM OF UNDERSTANDING
SPRING HILL SITE
GENERAL MOTORS CORPORATION
U.A.W. – LOCAL 1853**

The parties have agreed that in order to maintain a safe working environment in our “open campus” facilities, the ongoing safety and security of our team members is of primary concern. Therefore, the parties have agreed to utilize Closed Circuit Television monitoring systems (CCTV) to enhance safety and mitigate “High Risk” security concerns in designated areas across the site that are vulnerable to unauthorized activity. It is understood that CCTV recorded events will not be used to monitor employee access or egress for the purpose of timekeeping.

In anticipation of CCTV monitoring at the Spring Hill site, the following protocol is established to ensure the integrity and control of recorded and/or monitored events:

With the exception of illegal events, CCTV recorded or monitored events will not be communicated or released without the written consent of the Spring Hill Personnel Director and UAW Shop Chairperson. All Spring Hill Site CCTV recorded and/or monitored events are proprietary and confidential.

Corporate Information Systems and Equipment

During the course of these negotiations, the parties discussed issues related to our team members' use of corporate computers in the workplace. Many of our Spring Hill team members have directly benefited from the wealth of information and collaboration of resources available through the use of the Internet and email. Both tools are critical elements of our e-business initiatives and have been instrumental in redefining the way we do business and communicate with both our internal and external customers.

The parties have agreed to continue to provide access to these systems for those team members whose job responsibilities require such access for business purposes. In addition, the parties have agreed to be guided by all GM Corporate policies and practices regarding access and use of Corporate Information Systems and equipment.

Team members will:

- Access only those Spring Hill Site computing and communication resources for which they are authorized.
- Use only computing and communication resources needed to perform job related functions.
- Maintain professionalism and personal responsibility in all communications.

It is vital that all team members abide by the policies and maintain a work environment that is free of hostility and harassment.

Scheduled Start Times

During the course of these negotiations the parties discussed current and future start times of operations throughout Spring Hill. The parties agree to continue to explore innovative approaches to scheduling the facilities and seek arrangements that best balance the needs of the people and the requirements of the business. In the event there is a need to change/modify current and/or future start times, discussions will take place between the parties, prior to such changes being made.

**MODIFICATION and TERMINATION AGREEMENT
SPRING HILL SITE
GENERAL MOTORS CORPORATION**

This Agreement will become effective May 17, 2018, and shall continue in full force and effect without change until 11:59 P.M. (Detroit Time), September 16, 2023. If either party desires to terminate this Agreement, it shall 60 days prior to September 16, 2023, give written notice of the termination. If neither party shall give notice to terminate this Agreement as provided above, or to modify this Agreement as hereinafter provided, the Agreement shall continue in effect from year to year after September 16, 2023, subject to termination by either party on sixty (60) days' written notice prior to September 16th of any subsequent year.

If either party desires to modify or change this Agreement it shall, sixty (60) days prior to September 16, 2023, or any subsequent September 16th date, give written notice to such effect. Within ten days after receipt of said notice, a conference will be arranged to negotiate the proposals in which case this Agreement shall continue in full force and effect until terminated as provided hereinafter.

If notice of intention to modify or change has been given in accordance with the above provisions, this Agreement may be terminated by either party on thirty (30) days' written notice of termination given on or after the next September 16, following said notice of intention to modify or change.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives the day and year first written above.

LOCAL #1853, UAW

Spring Hill Site,
General Motors Corporation

Michael D. Herron
Danny Taylor
Danny Bragg
Rodney C. Brown
Joseph B. Minella
Steve Roberts
Mark Wilkerson

Jeffrey Caine
Steve Saults
Danielle Clarke
Ekelemchi Okpo

MISCELLANEOUS LETTERS

Letter from Management to the Union (March 21, 2018)

Management agrees to transition the Stamping material staging/dolly set-up area from the current 3rd party to the Bargaining Unit. This operation currently consists of two (2) employees assigned to each of the current two (2) shifts in operation.

Management agrees that prior to the movement of the B Press from Spring Hill, the National Parties will conduct a joint study on press capacity within 90 days of ratification. It is understood that this review does not prohibit Management's rights under the die reallocation process.

Letter from Management to the Union (March 17, 2018)

Management agrees to continue the current practice at Spring Hill of combining the employees currently classified as Toolmaker, Tool & Die Maker, and Die Maker into a single group for the purpose of job transfers, reduction in force, etc. The combined group will use date of entry into the applicable trade as the seniority definition within the combined group. Upon ratification, any employee new to Spring Hill will be classified as either a Machine Repair or a Die Maker, but will not be considered a member of the subject combined group. Upon ratification, in the event of a reduction in force only, employees classified as Die Maker will be included within the combined group.

Letter from Management to the Union (March 16, 2018)

Management is agreeable to jointly submit a letter to the National Parties regarding a Special Attrition Program for Other-Than-Skilled employees, within the guidelines of Appendix K (Attachment A) of the National Agreement.

The issue regarding a potential request for an inverse seniority layoff for skilled trades employees, leading to a required retirement after six (6) months, will be referred to the National Parties.

Letter from Management to the Union (November 21, 2013)

Management agrees that pursuant to the Appendix K, Attachment A MOU of the 2011 UAW-GM National Agreement, The National Jobs Committee may approve requests from Local Jobs Committees for implementation of a Special Attrition Plan (SAP) for designated eligible employees.

Spring Hill Sourcing Process

April 22, 2009

Mr. Michael Herron
Shop Chairman
UAW Local 1853
Spring Hill, TN

Dear Mr. Herron:

During the course of these negotiations Spring Hill Management and the UAW discussed the UAW's involvement in Sourcing Activities impacting the Spring Hill Site. The Sourcing Agreement agreed to during the 2003 local negotiations did continue through the duration of the 2003 GM-UAW National Agreement and the current union resources assigned to these roles in Spring Hill did continue to function in these roles. The parties agree that provisions of the 2007 GM/UAW National Agreement Sourcing Provisions apply to the Spring Hill Site and as such will be supported by the local parties.

Very truly yours,

Claude Willis
Plant Personnel Director
Spring Hill Site

Contingency Letter

June 13, 2004

Mr. Michael Herron
Shop Chairman
UAW Local 1853
Spring Hill, TN

Dear Mr. Herron:

During the 2003 UAW/Saturn negotiations the parties had in-depth discussions regarding the union's concern over the long-term viability of Saturn, the long-term security of Saturn Team Members and retirees, and the company's concern with the corresponding need to improve operational efficiencies. Further discussions also reviewed General Motors' strategy to create a global network of lean, flexible and common manufacturing facilities that are capable of producing multiple brands and architectures within GM's global product portfolio, including its plans for making Spring Hill an integral part of that strategy. As a result, the parties agree that future job security and long term viability depend upon capital investment, new next-generational, improved and diversified product manufacturing capabilities that could include both Saturn and non-Saturn vehicles, and improvements in the competitiveness of Saturn Spring Hill operations. These mutual goals can and will be accomplished by improving productivity and quality, lowering costs and leveraging General Motors and the UAW's joint processes.

Therefore, in the June 2004 negotiations the parties successfully negotiated a local labor agreement that the parties mutually agree adopt best practices utilized in other GM/UAW facilities. The parties have preserved those aspects of the Saturn/UAW Memorandum of Agreement that are mutually agreed to be best practices while aligning the facility with National Agreement provisions.

The parties have also addressed operational efficiencies by implementing GM's Global Manufacturing Systems and implementing mutually agreed to best practices throughout the entire site. The joint Spring Hill leadership team has laid a foundation that will result in moving Spring Hill into a position of leadership in the Corporation for many years to come.

Implementation of the terms and conditions of this new agreement is contingent upon official notification to the International Union and UAW Local 1853 that the capital investment discussed during the December 2003 negotiations have been approved by the General Motors Board of Directors. The capital and commitment includes but is not limited to:

- Investing sufficient capital in the Spring Hill facility in order to upgrade technology and production capability to build steel paneled vehicles by 2007. Projected capital investment is intended to include the following:

- Installing a new C-Flex body shop enabling Spring Hill to build multiple architectures and next generation steel paneled products.
- Installing a new BOP compliant Paint Phosphate Elpo system that is capable of painting steel paneled vehicles based off of multiple product architectures.
- Installing new Information Technology Systems enabling the Spring Hill site to integrate with General Motors Product and Engineering Information Systems.
- Allocation of new, next generational, replacement vehicles to be built in Spring Hill at the conclusion of the current Vue and Ion production. This could include both Saturn and GM vehicles.

This investment will enable Spring Hill to build the aforementioned product beyond 2007 under this competitive new agreement and secure the future of all our team members.

Very truly yours,

Dennis Finn
Plant Personnel Director
Spring Hill Site

SATURN OPERATIONS

December 11, 2003

Mr. Richard Shoemaker
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Shoemaker:

Subject: Saturn Operations

During the 2003 UAW-Saturn negotiations the Parties had in depth discussions regarding the unions concern over the long-term viability of Saturn, the long-term security of Saturn employees and retirees and the company's concern with the corresponding need to improve operational efficiencies. Further discussions also reviewed GM's strategy to create a global network of lean, flexible and common manufacturing facilities that are capable of producing multiple brands and architectures within GM's global product portfolio including its plans for making Saturn an integral part of that strategy. As a result, the parties agree that future job security and long-term viability depend on capital investment; new, next generational, improved and diversified product, manufacturing capability that could include both Saturn and non-Saturn vehicles; and improvements in the competitiveness of Saturn operations by improving productivity and quality, lowering costs and leveraging GM and UAW-GM joint processes.

To address these concerns, the parties agree to transition to the UAW-GM National Agreement on a mutually acceptable basis that will, to the extent possible, maintain and preserve the Saturn philosophy while addressing operational efficiencies. In that regard, the parties, (Representatives from Locals 1810 and 1853, the International Union UAW, Spring Hill People Systems and General Motors Labor Relations), will reconvene such discussions no later than February 2004 and complete them by December 1, 2004. If the parties' efforts to transition to the UAW-GM National Agreement on a mutually acceptable basis are not successful, then the new 2003 UAW-Saturn agreement will remain in effect, unless and until either party submits a written Notice of Request to Modify Agreement pursuant to the Memorandum of Agreement.

Further, the parties agree that the objective of these discussions is to consummate an Agreement that will address the issues set forth herein and preserve those aspects of the UAW-Saturn Memorandum Of Agreement, in Local Agreement form, that are unique to Saturn and are mutually acceptable as well as adopting common and best practices that are utilized in UAW GM facilities and are mutually acceptable. The actual performance progress of Saturn operations towards becoming competitive will be important aspects for General Motors to consider when making the aforementioned investment and product allocation decisions.

Consistent with the Parties objectives, effective January 1, 2004 all Saturn employees and retirees will be covered by the terms of the UAW-GM Hourly Pension Plan and the UAW-GM Post Retirement Health Care Plan.

Very truly yours,
Troy A. Clarke

Memorandum of Agreement

Retirement Benefits

On this 12th day of December, 2003, General Motors Corporation (GM), Saturn Corporation (Saturn) and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), agree to the following:

- (a) The Saturn Individual Retirement Plan (IRP) will be terminated effective January 1, 2004, or as soon thereafter as is reasonably practicable. Until IRP account balances are actually transferred, they will remain subject to the actual investment returns applicable to IRP accounts.

- (b) Upon the termination of the IRP, each IRP participant currently employed by Saturn or GM will begin accumulating credited service under the GM Hourly Rate Employees Pension Plan (Exhibit A) (the "HRP") for future Saturn service and will be given a choice as to the disposition of their IRP account balance. The choices are as follows:
 - i. The IRP participant may direct that 100% of the account balance [including any segregated accounts maintained due to a Qualified Domestic Relations Order (QDRO)] be transferred into a separate Personal Savings Plan (PSP) account. When established, the separate PSP account will have the same forms of distribution options that are currently available in the Saturn IRP. The separate PSP account will not be subject to participant direction, will not be assets considered for loan availability or hardship withdrawals, may not be withdrawn, will have only the distribution options set forth above, and will have the same asset returns (whether positive or negative) as the assets of the HRP. The named fiduciary for purposes of investment of HRP assets will direct investment of the PSP account; or
 - ii. The IRP participant may direct that 100% of the account balance be transferred into the HRP, except that participants whose IRP account is subject to a QDRO are not eligible for option (b)(ii).
 - iii. The IRP participant that fails to select one of the provided options, within the time limits established by the parties, will be deemed to have selected option (b)(i).

- (c) For the IRP participants who elect (b)(i) above, for eligibility purposes benefits will be payable from the HRP based on the participant's combined HRP and IRP credited service. The amount of the HRP benefits payable will be based on their combined HRP and IRP credited service and will be reduced by an offset amount, calculated one time, as follows:
 - i. For any lump-sum payment(s), a permanent monthly actuarial equivalent offset calculated by the GM Plan Actuary determined by converting the lump sums of the member's separate PSP account and any Saturn-provided match and earnings payable or paid from the Saturn ISP accounts to a monthly equivalent in accordance with Article X, 9, "Actuarial Value" as defined in the HRP, plus

- ii. For any monthly annuity(ies), the amount of any such monthly annuity before any reduction for early commencement or survivor coverage.
 - iii. The value of the separate PSP account at the time the reduction is calculated and applied will be utilized (including any segregated amount due to a QDRO).
 - iv. The calculated offset will be established such that it remains constant.
 - v. For participants who defer election of a distribution option, the offset will be calculated under (c)(i) above.
- (d) For the IRP participants who elect (b)(ii) above, IRP assets and liabilities will be transferred to the HRP and individual accounts no longer will be maintained. Benefits payable from the HRP will be based on the participant's combined HRP and IRP credited service, and will not be reduced by the amount of the IRP account balance transferred. In no event will such benefit be less than the actuarial value of the participant's annuity as of the date of the termination of the IRP.
- (e) IMBA and GMBA assets will be treated as set forth in the Memorandum of Agreement Post Retirement Health Care.

This Memorandum of Agreement applies regardless of whether the covered employees are at Saturn or GM and regardless of whether they had previously participated in any pension choice offered by Saturn.

Former IRP covered employees who currently maintain an IRP balance and who left Saturn and GM employment without returning to the HRP, will be treated solely under option b(i) and their HRP benefit, if any, will be determined under (c) above.

Former IRP covered employees who currently maintain an IRP balance and who left Saturn and GM employment after electing to return, or after being returned, to the HRP, will have their IRP balance transferred to the PSP as set forth above in section (b)(i) of this memorandum. Benefits payable from the HRP will be determined under (c) above.

For purposes of this Memorandum there shall be no duplication of any credited service and individuals treated under paragraph (b)(i) will not have any service for which contributions were made to their IRP account included in HRP credited service.

The following are Management initiated and are not a part of the Locally Negotiated language, and are therefore noted for reference only.

STANDARDS OF CONDUCT

Serious misconduct may include any of the following actions or behaviors by a team member and will be sufficient grounds for corrective action ranging from reprimand to immediate discharge. In as much as all misconduct cannot be anticipated, this list is not intended to be exhaustive.

1. Failure to be in place ready to begin work when signal is sounded.
2. Making preparations to leave work before signal is sounded for lunch period or at the end of the shift.
3. Falsification of personnel or other records.
4. Ringing the clock card of another.
5. Repeated failure to ring own clock card.
6. Using another's badge or pass, or permitting another to use your badge or pass to enter the property.
7. Failure to display proper member identification.
8. Absence without reasonable cause.
9. Reporting late for work.
10. Absence of three working days without properly notifying Management.
11. Leaving own Area or the plant during working hours without permission.
12. Distracting the attention of others, or causing confusion by unnecessary demonstration in the plant.
13. Creating or contributing to unsanitary conditions.
14. Possession of weapons or explosive material on Company premises at any time.
15. Refusal to follow direction from Group Leader or other members of management.
16. Refusal or failure to do job assignment.
17. Unauthorized operation of machines, tools or equipment.
18. Making scrap unnecessarily or careless workmanship.
19. Wasting time on any Company property during working hours.
20. Smoking except in specifically designated areas and during specified periods.
21. Threatening, intimidating, coercing or interfering with members or management at any time or creating a hostile work environment.
22. Unauthorized soliciting or collecting contributions for any purpose whatsoever during working time.

23. Unauthorized use of company property and distribution of literature, written or printed matter of any in working areas on Company premises during working time.
24. Posting or removal of notices, signs, or writing in any form on bulletin boards or Company property at any time without specific authority of Management.
25. Misuse, divulging or removal from the premises without proper authorization of member lists, blue prints, company records, or confidential information of any nature.
26. Gambling, lottery or any other game of chance on Company premises at any time.
27. Abuse, misuse or deliberate destruction of Company property, tools, equipment or the property of employees in any manner.
28. Restricting output.
29. The making or publishing of malicious statements concerning any member, the Company or its products.
30. The making or publishing of false, vicious or malicious statements concerning any employee, supervisor, the Company or its products. Nothing in this or any other shop rule is intended to, or will be administered to, prohibit speech protected by law including those rights under Section 7 of the National Labor Relations Act.
31. Fighting on the premises at any time.
32. Theft or misappropriation of property of employees or of the Company.
33. Possession of, or drinking of, liquor or any alcoholic beverage on Company property at any time. Reporting for work under influence of alcohol, when suffering from alcoholic hangover, or in an unsafe condition.
34. Sabotage.
35. Disregard of safety rules or common safety practices.
36. Immoral conduct or indecency.
37. Repeated violations of shop or safety rules.
38. Littering, or contributing to poor housekeeping, unsanitary, or unsafe conditions, on plant premises.
39. Improper use of computer equipment, including Internet usage, e-mail systems and other non-work related purposes.
40. Use, possession, distribution, sale or offering for sale, of narcotics or dangerous drugs including marijuana or any hallucinogenic agents, on Company property at any time. Reporting for work under the influence of narcotics or dangerous drugs.
41. Harassment or threats on company premises related to such things as race, color, religion, age, sex, national origin, disability, or sexual orientation, etc.
42. Soliciting or accepting gifts, favors or special considerations from Company suppliers.

BENEFITS TELEPHONE NUMBERS

NATIONAL BENEFITS CENTER (NBC).....1-800-489-4646

Health Care Coverage
Sick Leave Forms
Extended Disability
Life Insurance – Optional Life – Dependent Life Insurance
GM National Retiree Benefits
Pension Administration
Verify Employment

**Assistance regarding – Hospital, Medical,
Surgical, Prescription Drugs, Hearing Aids,
Mental Health, and Substance Abuse:**

Blue Cross/Blue Shield of Michigan
Customer Service.....1-800-482-2210

On-Site UAW Benefit Representatives

Vehicle Systems.....1-931-486-5706
Body Systems/SPO1-931-489-4693
Powertrain.....1-931-489-4734
Union Hall1-931-486-3160

VISION PROGRAM

Davis Vision.....1-888-672-8393

DENTAL PROGRAM

Delta Dental Plan of Michigan.....1-800-482-8915

MAIL ORDER PRESCRIPTION DRUGS

Medco Pharmacy Services.....1-800-922-1557

MENTAL HEALTH AND SUBSTANCE ABUSE

CIGNA Behavioral Health.....1-800-235-2302

UAW Legal Services

Tennessee.....1-931-487-9818
Michigan (Retirees only).....1-800-521-2979

OTHER IMPORTANT NUMBERS

Absence Call-In.....	1-800-222-8889
Employee Assistance Center.....	1-931-486-5379
GM On-Line 2000 Help Desk/Password Re-set.....	1-888-337-2400
Inclement Weather Hotline.....	1-800-253-0834
Medical ICF Vehicle Systems.....	1-931-486-6858
Medical ICF Body Systems.....	1-931-486-7366
Medical ICF Powertrain.....	1-931-486-6096
New Vehicle Purchase.....	1-800-235-4646
Premier (Cleaning).....	1-931-486-7988
Safety Glasses.....	1-931-486-6771
Safety Shoes.....	1-931-486-5670
Uniforms.....	1-931-486-5543
Production Hotline.....	1-800-253-0834
Security (Emergency #911).....	1-931-486-5020
SSPO Discount Parts.....	1-800-433-6961
• Tuition Assistance Program.....	1-800-228-2946
• UAW In-Plant Work Center (GA).....	1-931-486-7800
• UAW Hotline.....	1-888-UAW-1853
• UAW Local 1853 Credit Union.....	1-931-486-3125
UAW Local 1853 Union Hall.....	1-931-486-0125
Vending Machine Manager.....	1-931-486-5654
Verify Employment.....	1-800-469-4646
Veterans Affairs.....	1-800-827-1000