

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

This agreement is entered into this ~~1st day of June, 2009~~ 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 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.

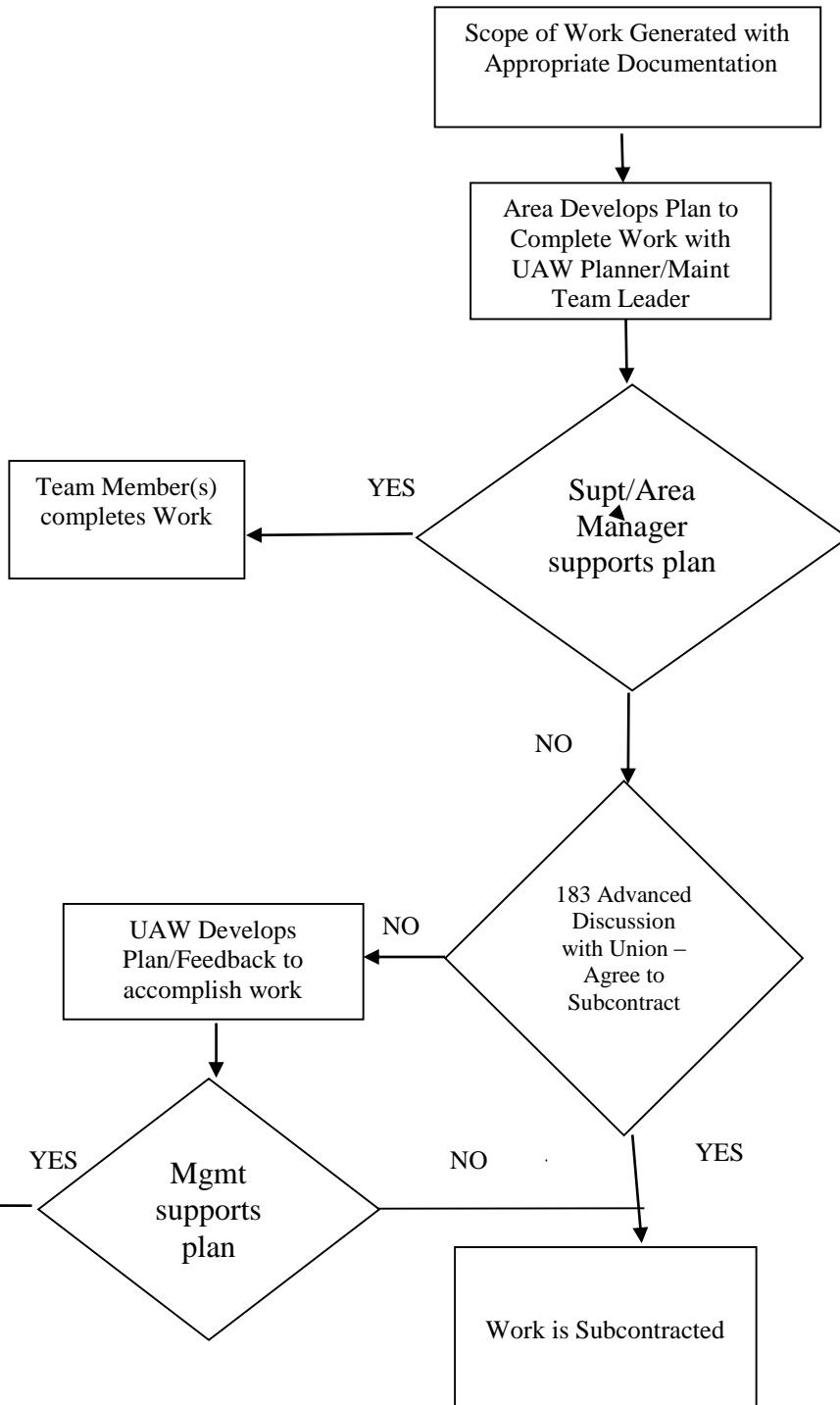
While it is agreed that primary work assignments of team members will be made upon the basis of the recognized skills and abilities of the members so assigned, and to ensure safety and efficiency, other trades will be allowed to assist the primary trade in the performance of a task or duty, when necessary. All trades will have access to any and all tools required to complete a task including radios. 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 UAW-GM 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 Site's Skilled Trades provided they have the available labor, skills, equipment and facilities to do so and can do the work competitively in 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 utilize the GM/UAW National Agreement provisions on the Advanced Discussion Procedure including the Outside Contracting Checklist.

Advance Discussion Procedure:

Advanced Discussion Procedure Paragraph 183(d) National Agreement

The parties have jointly agreed that it is in the best interest of the Corporation and the Union to engage bargaining unit employees in the performance of meaningful skilled trades work. To that end, Management has assured the Union that every attempt will be made to accomplish Skilled Trades work, normally and historically performed by the local bargaining unit. In the event that it becomes necessary to subcontract work, the applicable provisions of the UAW-GM National Agreement will be followed. In this regard, the parties have jointly established the following procedure:

1. It is essential that Plant Engineering, Maintenance, Labor Relations and any other appropriate members of Management, responsible for the subcontracting, work closely with the Union to ensure proper administration of this procedure. Upon contemplating subcontracting work, Management will review bargaining unit work assignments that have been performed by the Skilled Trades workforce. It is imperative that work of this nature be discussed with the Union in advance of being contracted. It is recognized that this procedure may not be utilized during emergency situations. In those instances Management will notify the Union as soon as practicable of the nature of the emergency and the need to contract out the work. Thereafter, the Advanced Discussion Form will be completed and signatures obtained as outlined below.

2. The parties reviewed instances in the past where the expertise of journeypersons from the effected trade could be a valuable asset to the setup of project work minor or major}. In this regard, the local parties will form an Advanced Planning Team, consisting of the Skilled Trades Shop Committee Member(s) and affected District Committeeperson(s) representing Skilled Trades employees, plant labor relations, and other appropriate members of Management knowledgeable and responsible for the cited work. This shall include UAW Skilled Trades Team Leaders and/or resources when the union feels that their expertise is needed.

3. The team will be responsible for evaluating plans for projects, and/or other work normally and historically performed by bargaining unit skilled trades journeypersons. Such meetings are to be held to understand the scope, nature, and timing of the work and the ability of the respective trades to perform the required tasks in a cost competitive manner. It is expected that a determination will be made regarding all work functions that will be performed by the Skilled Trades bargaining unit, In this regard, the Advanced Planning Team minutes will be attached to the completed Advanced Discussion Form, and reviewed with the "Advance Discussion Committee" as noted below,

4. In the event Management contemplates a need to contract Skilled Trades bargaining unit work to an outside contractor, the `Advance Discussion Committee' must review the work at issue in accordance with the provisions of Paragraph 183(d) of the National Agreement, The Advance Discussion Committee will be comprised of Plant Labor Relations, other appropriate member(s) of Management, the Chairperson of the Shop Committee or their designee. the Skilled Trades Shop Committeeperson(s) and respective District Committeeperson(s) representing Skilled Trades employees, and any special skilled trade's representative as may be provided for in Appendix I of the GM-UAW National Agreement

5. Management must complete the Advance Discussion Form prior to the scheduled meeting with the Advance Discussion Committee. Plant Labor Relations will ensure that all pertinent information is provided and procedures have been followed. The information on the Advanced Discussion Form will include: the scope, nature, approximate manpower, timing of the work to be performed and the reason for the contemplated subcontracting. The appropriate member(s) of Management will be present to discuss the details surrounding the identified work

6. It is clearly understood that this procedure is designed to share information and to afford the local Union representatives an opportunity to comment on Management's plans and to give appropriate weight to those comments in the light of all attendant circumstances After review and discussion of all pertinent information, if Management determines the necessity to subcontract the work and the Union's objections have not been addressed, such issues will be referred for discussion to the Chairperson of the Shop Committee, Personnel Director and Plant Manager or their designee(s). After review and subsequent consideration of the Union's concerns, Management will make a final determination regarding the project. The Advanced Discussion Form will be signed and processed accordingly. If the Union disagrees

with the determination, the unresolved issues } may be addressed as a matter for resolution under the applicable provisions of the UAW-GM National Agreement.

7. Plant Labor Relations will maintain a file of the original Advanced Discussion Forms as well as minutes of each meeting, which will include the Union's comments and/or objections raised during the Advanced Discussion meetings, as well as Management's reason for the identified work being contracted. Previous meetings minutes will be furnished prior to the start of each meeting for review and approval.

8. Significant changes in the project scope and/or work schedule will be reviewed with the Advance Discussion Committee.

9. Contingent upon the plant exiting non-strategic work, as defined within Document 159 of the 2011 GM-UAW National Agreement, the following provision will apply:

If Management is considering subcontracting GM maintenance work that falls outside the scope of this procedure, the UAW members of the Advance Planning Team will be afforded the opportunity to submit a business case proposal on the Skilled Trades workforce performing that GM Maintenance work. This is with the understanding that the labor, skills, equipment and facilities to do so are available, and the work can be done competitively in terms of quality, cost & performance, and within the projected time limits. In order to facilitate the Union's analysis and preparation of its proposal. Management will furnish the Union with the same intonation, at the same time, as is provided to the outside bidders, The Union's proposal should conform to normal requirements for completeness and will be considered on the same basis as those proposals submitted by the outside bidders.

The National Parties discussed the importance of notifying the Union when outside contractor{s} are on-site performing work not recognized as routine in nature, To that end, Management has assured the International Union that local Management will develop a notification process that these events will be communicated to the local Union.

This procedure is not intended to modify the subcontracting provisions of the National Agreement. Rather to clearly establish a standardized procedure whereby the advanced discussion procedures are complied with uniformly across the Corporation.

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 ~~2011~~⁰⁹ 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.

a) 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.

The parties agree to consider indenturing the balance of 25 apprentices identified in the 2004 local agreement at the appropriate time, taking into consideration the existing business conditions and the anticipated future needs, subject to the approval of the National Parties.

- **Apprentice Graduates**

~~The Sitewide Placement Coordinators will place all apprentice graduates. Temporary Placement of new journeypersons will be made by through agreement with Area Leaders until such time that 63(a) transfers. are filled~~ Until such transfer, members will remain in the or Need a Job manpower pool placements are made. on a assigned shift seniority permitting.

- **Apprentice Work Assignments**

In addition to the provisions stated in Document 64 of the UAW-GM 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 the Spring Hill Site as long as they are working in a Skilled Trades assignment.
- Upon retirement, Skilled Trades 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 committeepersons and appropriate Labor Relations and Plant Management representatives as required by the UAW-GM National Agreement.

Paragraph 182 - Demarcation Committee
Plant New Technology Committee
Paragraph 183 - Subcontracting Committee

Emergency 183d Escalation Process

When there is an emergency breakdown requiring the immediate need to buy equipment spare parts, the parties agree to the following procedure.

- a. Call the Skilled Trades District committeeman and/or Zone Committeeman in the affected area. Have a member of management explain the situation and the requirements to order parts externally. The UAW Leader should then communicate with the team normally responsible for making this part so that there is a clear understanding.
- b. Determine whether the part can be made internally by our Trades Organization within the required timeframe. Should there be a determination that the parts will be ordered on an emergency basis, there should be a clearly defined reason why parts cannot be made internally by Local 1853 Skilled Trades Members.
- c. When it is determined that the part requires purchasing from an external supplier, it will be discussed as an agenda item on the next 183d meeting.
- d. If the Parties after evaluation agree that the part is needed in inventory then proactive measures in place that will allow the Skilled Trades Organization to plan and manufacture the part in question, with the understanding that the work in question is normal and historical work.
- e. All aspects of this agreement are in compliance with the National and Local Agreements and are intended to clarify a local procedure for emergency part purchases not covered at the normal weekly 183d Meeting between the parties.

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 member of Management or the Shop Committee.

5. CUC

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

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

6. MFS

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 GM CCRW, GM IT, CE, IS&S and EDS HP organizations 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 Mfg site, ie. Body, Paint, GA, Stamping, Powertrain, Northfield, and LOC SPO, Training facilities as required.

7. Production Maintenance Partnership

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 a jointly supported Production Maintenance Partnership (PMP) will create a positive communication link among Operating Technicians who operate equipment and appropriate Skilled Trades technicians who service equipment.

Operating Technicians and other UAW resources will not be assigned to perform work normally and historically performed by Skilled Trades technicians however they will be assigned to perform routine/minor PMP tasks as provided for in Doc 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 UAW-GM Health and Safety training is completed.
- Questions relative to the appropriateness of any PMP tasks are to be directed to the appropriate Skilled Trades management and committee person(s). Disputed tasks being assigned by PMP to Operating Technicians outside their normal scope of work are subject to review by the Lines of Demarcation Committee.

In regards to Creaform lean tooling racks, the building and modification of these racks shall be a PMP driven decision.

8. Quality Network Planned Maintenance

The local parties discussed their commitment to the Quality Network Planned Maintenance (QNPM) activity as outlined in the UAW-GM National Agreement (Doc. 40). It is our joint intent to ensure that maintenance activity at the Spring Hill Site become world class in all areas of QNPM through supporting the necessary activities needed to become a Phase III site plant. Therefore we will continue to work together to embrace QNPM elements and supporting maintenance team member roles needed to continue this endeavor.

Further, to support full implementation of QNPM Phase III as well as day-to-day maintenance activities and recognizing the differing needs in each building by shift, Skilled Trades positions will be developed and may include job functions such as: planning, CAC activities, PMP activities, Maximo activities, IPC inputting, Technical training, and warranty recovery activities, etc.

The parties had significant discussions regarding the allocation of resources and will be a needs driven decision.

The parties agree to renew their commitment to Predictive Technologies, recognizing the overall strategic importance and world class Predictive Maintenance program. The parties shall perform a joint comprehensive equipment and training analysis annually to determine any additional equipment and training for the Predictive Program.

Management intends to actively involve all Skilled Trades in publishing and maintaining of all maintenance work orders inclusive of PM's, breakdown data, CM's, etc...

The union expressed concerns pursuant to UAW Skilled Trades Members having the necessary skills to enter and modify Maximo data, however the Spring Hill Maximo Administrator with CAC's are training all maintenance team on members Maximo starting with the maintenance team leaders. Equipment histories should be maintained in Maximo, with work orders, so that Maximo can be used as a tool to predict equipment failures.

Management is committed to train all Skilled Trades in Maximo within 6 months of the ratification of the local agreement. Upon completion of this training it is the expectation that the Skilled Trades team members close out the work order in Maximo.

Preventive Maintenance: Management reserves the right to add, delete, cancel or modify PM's. PM's will not be cancelled, delayed, or altered without UAW Skilled Trades CAC's or Skilled Trades Team Leaders involvement.

within 90 days of the agreement the parties will review roles and responsibilities of the predictive maintenance group and area maintenance resources regarding predictive technologies and task

The parties agree Tool & Die technicians will be represented in launch activities when their respective expertise is required.

Worldwide Facilities Group (WFG) Real Estate and Facilities (RE & F)

During these local negotiations the Union raised concerns relative to the Worldwide Facilities Group Real Estate and Facilities (RE & F) and current work assignments for Skilled Trades team members working at the Spring Hill Site. The parties agree that the Spring Hill Site Statement of Work (SOW) will be reviewed by the Skilled Trades Forum and approved by the UAW Shop Chairperson, UAW Local President and the Spring Hill Site Manager and Plant Personnel Director (key four).

It is not the intent of management to change classifications and/or normal and historical work of our Skilled Trades team members, as contained in the Spring Hill Site Statement of Work, without prior discussion and agreement with the local Union.

Temporary Reassignment of Skilled Trades

During these negotiations, the parties agreed to provide Division II team members' contractual rights under Section IV (Indefinite) of 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 management's 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.

Equipment which is slated for the Asset Disposal List

Equipment that management intends on adding to the asset disposal process shall be discussed in advance with the local union during the 183d meetings. Any equipment taken out of the Spring Hill Site will be reviewed between the parties consistent with Document 13 of the 2011 UAW/GM National Agreement.
