



2003
UAW Local 602
Local Agreement Highlights

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To the Members of UAW Local 602:

We thank you for your patience and support during these negotiations. When we opened talks with local management in June, we knew that we faced a difficult challenge. The age of our plant and the products we build put us in a difficult position: How could we negotiate gains for our membership with so little leverage? However, we were able to win gains in important areas while resisting management demands for changes to our Local Agreement.

The membership told us there were several areas where we needed to make changes in our Local Agreement:

- More options to transfer and make shift preference moves based on seniority
- Extra Pay for the Repair Classification
- Reduce the amount of work that is outsourced and sub-contracted
- Create a more equitable Team Build process
- Facility improvements
- Make our factory a safer, more secure place to work
- Improved workplace services

We took 131 production and 72 skilled trades demands to the bargaining table. We



also settled several hundred open grievances written as of July 1, 2003, and reviewed the contract language. The bargaining was intense, and we worked hard to make a case for our members' demands while successfully resisting management's desire to make significant changes.

During these negotiations, we met with management over 80 times. The following pages contain the results of our efforts to represent the interests of our membership. We hope to see you at the informational meetings to answer your questions and we urge you exercise your right to vote.

Solidarity Forever,
UAW Local 602 Shop Committee



Successfully Resisted these Management “Concerns”

1. Require clear safety glasses with side shields be worn inside the facility at all times. The only exceptions would be:
 - When in an enclosed break area or office complex.
 - The plant cafeteria.
 - The main entrances to the facility prior to the time clocks.
(Notice: the exceptions do not include the restrooms.)
2. An employee having exercised a shift preference by transferring to another shift would remain on that shift for a period of twelve months from the date of transfer.
3. Eliminate the requirement for advance notification of changes to lunch and line time.
4. Management wanted to change the current requirement to wait 45 days prior to filling job operations for employees out on sick leave to 14 days.
5. Track team attendance on level five boards.
6. Teams will clean their areas which includes from the center of the conveyor to the center of the aisle.

Additional management concerns were successfully resisted in the Skilled Trades arena.

Pay Issues

We were successful correcting the pay inequality that existed under the 1999 agreement. Everyone who works in a Repair Function will receive a 50 cents an hour increase in their pay. The raise will be paid starting on November 21, 2003, the date the tentative agreement was reached.

It is understood by the parties that this settlement will expire at the cessation of operations at the Body Plant.

Transfers

We heard the membership’s concern about seniority rights. We were able to get in contract language for the first time that “management will move employees in a timely and expeditious manner.” New provisions to the Transfer system were negotiated:

- All job openings will be posted plant-wide
- Members will have unlimited application opportunities for open jobs.
- Improved movement within and between departments
- Members can transfer more often plant wide: once every 120 days (LDS 306 in 1999 agreement was once every 12 months)
- The union will assign one person to monitor transfers to insure consistency plant wide
- The system will be implemented 90 days after ratification



Shift Preference

We heard many concerns about members who could not work on the shift of their choice. We negotiated the following changes that will allow members more opportunities to get to the shift of their choice. The following is the proposed contract language (the underline portion is new language):

Notification of an employee's intent to exercise a shift transfer must be given in writing no later than the end of the shift on the first or third Monday of the month. A seniority snapshot will be taken at the close of each application period. Before the end of the shift on Friday of the application week, the affected employees will be notified. The shift preference move will be made two weeks after the application date. The supervisor will provide the application, upon request, to the employee. Once completed, the employee will return the application to their supervisor by the end of the application date. The supervisor is responsible to submit the application to the Manufacturing Coordinator. A copy of the shift preference application will be provided to the employee and the union.

Employees exercising their shift preference rights will be permitted, provided they are physically capable and seniority permitting, to bump to the shift of their choice in the following sequence:

- a. Displace either the lowest seniority employee, in their team, on the opposite shift or the lowest seniority employee, in their function, on the opposite shift. The displaced employee will have two options:
 1. Seniority permitting, displace the lowest seniority employee in their department and shift receiving the same rate of pay.
 2. Go to where the bump originated.
- b. If they do not have enough seniority to displace someone in their team or function, on the opposite shift (4a), they can, seniority permitting, displace the lowest seniority employee on the opposite shift in their department receiving the same rate of pay. The displaced employee will have the following options:
 1. Seniority permitting, displace the lowest seniority employee on the opposite shift, in their function.
 2. Seniority permitting, displace the lowest seniority employee on the opposite shift in their department, receiving the same rate of pay.
 3. Go to where the bump originated.
- c. If they do not have the seniority to exercise options 4a or 4b, they can seniority permitting, displace the lowest seniority employee, in the plant, on the opposite shift, in any production department (Body, Paint, or Trim), receiving the same rate of pay. The employee displaced as a result of a plant wide shift preference will have the following options, seniority permitting:
 1. Displace the lowest seniority employee, on the opposite shift, in their department and function, receiving the same rate of pay.
 2. Displace the lowest seniority employee, on the opposite shift, in their department, receiving the same rate of pay.
 3. Go to where the bump originated.

If option 1 or 2 is exercised, the displaced employee would go to where the bump originated.

Comment: Employees who flow to a different department, as the result of a shift preference move, would have the option of returning to their former department under the transfer provisions of this agreement.



Attendance and Vacations

Management fought hard to change our attendance provisions and we resisted their proposals. We retained the Local Demand Settlements concerning Absences/Attendance, LDS 1-17. We were able to negotiate one additional Monday and Friday one day vacations (Total of four Mondays and four Fridays of the 15 one day vacations we are entitled to). Also, if you have an approved Friday vacation, you will be excused for Saturday and Sunday.

1. To protect our current workforce the local union and management have agreed to utilize A-9's to eliminate the current temporary manpower deficiencies we are experiencing. As business conditions warrant such as during periods of high vacations, the use of the A-9's may be reviewed with management.
2. A plant-wide attendance recognition process will be implemented to reward teams for attendance performance.
3. Production department vacation schedules will be made available to all members on their supervisor's office computer.
4. When a Friday, one day vacation, is taken by an employee, it is understood that the attached weekend is included. When a Monday, one day vacation, is taken by an employee, Management will make every attempt to allow the employee the preceding weekend off providing production needs are met.
5. The union maintained the current language that allows 15 single vacation days per calendar year. In addition, we negotiated one extra Monday and Friday one day vacation per year (Total of 4 Mondays and 4 Fridays).

If a member has used the allotted four Monday or Fridays and a vacation slot is still available on the Wednesday prior to the requested Monday or Friday, the member's request for vacation will be granted provided the following conditions are met:

- It does not cause an increase in the allowable vacation percentages.
 - Multiple request will be first given to the employee who has not used their allotment of Mondays or Fridays, then in seniority order with high to low senior employees.
 - The application must be received by the Wednesday preceding the requested Friday or Monday.
6. When a member returns from sick leave for less than 3 days, and subsequently returns to sick leave, the displaced operator will be returned to that team.



Improved Employee Services

We bargained hard for a number of items that will improve the livelihood of our membership. Many of these items were a result of demands submitted by you. These items include the following:

1. The parties recognize the importance of physical fitness activities as a component of maintaining a healthy work force. In order to encourage and support employees who enroll in a health club or fitness center, the following has been established:
 - Reimbursement for health club dues is increased to **\$300.00**
 - The above will take effect beginning January 1, 2004 and will continue for the duration of the 2003 Local Agreement.
2. We negotiated an agreement from management to explore holding college classes on-site. If employee interest is great enough for LCC or other area colleges to conduct classes' in-plant, the skill center classrooms will be utilized.
3. Improved hours for in-plant services:
 - Each shift of employees will have the capability to utilize the in-plant safety store during the course of each week of operations.
 - Hourly Payroll will be available from 7:00am – 8:30pm.
 - Human Resource issues can be handled through the supervisor.
 - Physical therapy for work-related injuries will be paid for if the employee comes to the plant on his/her off shift.
 - Nurses will stagger their lunch hours so the hospital stays open through all lunch hours on all shifts.
4. It will be easier to get a replacement ID. Employees with pictures on file must only complete a form and have it faxed to the access control coordinator in Bldg. 66. Replacement cards are sent back to the plant for employees to pick up from Security.
5. We have reestablished guidelines for salvage sales to our membership. The intent of this settlement is to allow LCA Body Plant employees a preferential opportunity to purchase items prior to making the items available for sale to an outside company.
6. The Body Plant Safety Store will sell only American Made products if available. The transition to American Made products will happen no later than ninety days after the ratification of the agreement between UAW Local 602 & GM. The Chairperson of the UAW Local 602 Union Label Committee will be allowed paid time away from their regular job assignment to monitor the inventory of the store at least once each quarter.



Facility Improvements

Improvements to our aging factory were not easy to negotiate. Management has shown a reluctance to invest money given the current plans for our facility. However, we were successful in negotiating the following improvements:

1. All break areas should be similarly furnished with the following company-supplied amenities: microwave oven, television, ice machine/water dispenser, posting board/information rack, seniority list, air conditioning, and vending machines in close proximity.
 - Break room amenities may be placed outside the room based on current setup or limitations of the existing areas.
 - Break areas will have backs on at least half of the chairs with tables.
 - Management and Union agree that the number of designated break areas will be listed by department in the contract book.
 - Management will provide chairs with backs for one half of the existing seats in team rooms.
 - Teams rooms will be deep-cleaned by Environmental Services.
2. Repairs will be made to the in-plant locker rooms. The parties agreed to jointly monitor repairs to the shower and locker rooms.
3. We won language to have roof vents opened/closed in times of unseasonably warm or cold temperatures. These ventilation systems will be placed on a Maximo inspection schedule.
4. There will be an additional smoking room installed in the facility to alleviate employees from smoking at the main entrance. Management agreed to fix problems in the existing smoking areas such as the water problem in the smoking area located by the north gate.
5. Improved response to burned-out lighting. Management will replace burned-out lighting for all in-plant work stations in a prompt and expeditious manner.
6. Prior to any additional bathroom closing, management agrees to contact the union.
7. Paint booths and flood sheets will be added to a Maximo inspection schedule. There will be weekly flow checks. Review of these areas will be made looking for excessive paint build-up during staff safety and paint shop housekeeping tours. Feed back from these tours will be provided to the plant staff, area manager, and persons responsible for corrective action.
8. Prior to onset of cold weather, management will ensure that heating units adjacent to Dock 15 and Track 8 will be in working order.
9. Management agrees to include the cleaning of each truck dock leveler in Maximo to ensure a regular cleaning schedule.
10. Install a drinking fountain in Building 28.



11. Management will fly the UAW flag in conjunction with the American flag at all locations where flags are flown, both inside and outside the LCA-Body Plant.

Secure Workplace

This is the first agreement negotiated since the unfortunate events of 9/11. Since the 1999 agreement, identity fraud has become a growing concern. We took action to make sure that these issues were addressed in our Local Agreement:

1. At times of heightened national security or other emergency situations, Management will direct the current security provider to increase patrols, vehicle checks, etc. to address the event.
2. We expressed concern about unauthorized visitors in our facility. Management agreed to require all visitors to sign in upon entry to the facility.
3. Union representatives will have access to security reports. A memo on predetermination of disciplinary action will be distributed to area managers and superintendents, including maintenance. Management will no longer be able to use security reports to predetermine disciplinary action.
4. We were able to make GM management understand our concern in regards to employee privacy issues. Local management will make every attempt to publish reports that do not contain Social Security numbers.

Health and Safety

The health and safety of our membership is a top priority of the Shop Committee. We have heard your concerns about hospital and medical staff. We negotiated improvements in a number of areas:

1. Management will provide first aid kits of the same type that was agreed to for the maintenance satellite cribs for all production departments. These kits will be kept in the supervisor's office and it is the responsibility of the group to keep them stocked.
2. An improved process was agreed for dealing with complaints regarding Medical. Labor Relations, the Medical Director, and Union have a standing agreement to meet, as needed, to review complaints regarding Medical. Minutes will be published and dispersed to appropriate parties. Unresolved issues will be dealt with at the Plant Quality Council. These items generally will be discussed within 72 hours of the complaint being registered unless one party or the other is unavailable.
3. All new industrial vehicles will meet UAW/GM or OSHA standards whichever standard is more stringent.
4. Management agrees to purchase one additional portable defibrillator to be placed on the ERT vehicle located in the Body Shop ERT Crib.
5. Management will provide to the Union a safety training report that lists employees and whether or not they are up to date in required safety training. This report will be updated monthly. The District Committee will have immediate access to training records to ensure a safer work environment.



6. We gained a renewed commitment to our Lockout process:
 - Management agrees to create and utilize in-plant and other videos, safety talks, and plant postings to highlight in-plant lockout issues.
 - The lockout sub-committee formed during local negotiations will continue to work to create a policy on retraining for individuals who violate existing plant lockout procedures.
 - We added the Lockout Technician and the Skilled Trades Committee to the Local Joint Health & Safety Committee.
7. We won improvements to the ergo process. The JETT's will be able to consult and utilize skills of engineers who have extensive backgrounds in design of in-plant tools to eliminate ergonomic concerns in a timely manner.
8. The Joint Local Health and Safety Committee must approve any additions or deletions to PPE currently being utilized inside the Body Plant. This gives both Union and Management input into the decision. The Joint Local Health and Safety Committee will seek input from the Shop Committee, area management, and the membership prior to making a decision. Their goal will be to provide the best possible PPE for the safety and comfort of our membership.
9. We were successful in having jobs with extensive PPE addressed. Those that have extensive PPE are allowed sufficient additional relief time. If new or changed operations are brought on line that have extensive PPE requirements, they will be evaluated for the need of additional relief.

Team Build

This was a difficult section of the contract to negotiate. Our 1999 agreement was presented to other locals throughout the country as the template contract to follow. We were determined to make changes to benefit the membership. During the last four years, management has consistently failed to live up to the Team Build process. We were able to negotiate additional language on rotation, problem solvers, QCA's, Safety Advisors, use of the Operator Support Center, Absentee Replacement Operators, and Team Coordinators.

Rotation: The new contract language will read as follows:

The teams will be empowered to determine the schedule and frequency of rotation within the guidelines set forth in the Team Build Agreement.

It is mutually understood that in order to achieve safe work practices, world class quality, and efficiency of operations there may be exceptions to team rotation because of special circumstances that would require reasonable accommodations to the team rotation. In those instances the team, with the assistance of the supervisor, will utilize available resources (ergo, manpower for training, safety, medical, etc.) to develop a rotation solution which best fits the needs of the team.

In those areas of operation where full job rotation is currently not being utilized, the local parties will ensure that key enablers are present and operational.



Support Resources:

Q.C.A.'s, Safety Advisors, and Problem Solvers have a specific job to do. The basis of these jobs is to help maintain a safe work environment and nurture the team build process. They also encourage cultural change and assist production teams in their development. Accordingly, management will minimize the use of these employees for absentee coverage to those occasions when circumstances warrant. The superintendent and the zone of the area involved will be notified when these employees are used to cover absences.

Use of the Operator Support Center:

We successfully negotiated that prior to changes to team operations, Management will utilize the Operator Support Center for job changes in Trim. Not all changes require use of the Operator Support Center, but it should be utilized by Trim management for significant changes in operations or changes that disrupt an entire team.

Absentee Replacement Operators:

Absentee Replacement Team Operators (Utility) are expected to be proficient on all operations within their area. Management understands their responsibility to properly train all employees on operations and will make every effort to utilize available manpower to expedite this process.

Team Coordinators:

Each team coordinator will be provided with appropriate space to store necessary tools and supplies for their teams.

Shop Floor Improvements

We were tired of hearing break times changed on a daily basis on both lines and both shifts. We were determined to address this issue and resist management's desire to eliminate the need for prior notification for changes to line times, breaks, and lunches. We were successful at winning demands on a number of items such as making sure the line stops when it is supposed to, keeping our repair in-plant, addressing dual supervision, double-shifters, making SPC a transferable job, and utilizing restricted members.

1. Under current operating conditions, the following relief schedule will be utilized for areas providing breaks via mass relief:
C-Body Days – 7:45am, 9:45am, 1:30pm
C-Body Nights – 6:15pm, 8:15pm, 11:45pm
M-Body Days- 8:00am, 10:00am & 1:00pm
M-Body Nights – 6:30pm, 8:30pm & 11:30pm
Entire Paint Department – all shifts utilize tag relief. If the Paint Department utilizes mass relief, the schedule will be established jointly
C-Trim Days – 8:36am, 10:06am & 1:36pm (3:23 pm for overtime).
C-Trim Nights- 7:06pm, 8:36pm & 12:06am (2:12 am for overtime).
M-Trim Days- 8:42am, 10:12am & 1:42pm (3:30 pm for overtime).
M-Trim Nights- 7:12pm, 8:42pm & 12:12am (2:00 am for overtime).



When temporary changes to relief times are necessary, Management will notify the shop committee person of the area and make them aware of the change. The zone committee person and the area manager will discuss changes made to relief times. If the union disagrees that the department has resolved the issue, it will be an agenda item at the next Plant Quality Council meeting.

2. Management will follow the criteria outlined in the GMS manual with regard to fixed position stop. The line will stop on time at lunch, breaks, and at the end of the shift at the correct proper pre-determined location. The line will also stop in station when the andon cord is pulled.
3. Management will make every effort to utilize in-plant repair processes prior to shipping any vehicles needing repair to Chassis.
4. Employees should be free of conflicting orders. (Dual Supervision) Management will take every step possible in order to avoid giving conflicting orders to employees.
5. It is not Management's intent to use double shifters to supplement manpower.
6. Management will continue the current practice of hotsheets and marquees to communicate the daily build schedule.
7. The SPC Memorandum of Understanding will be discontinued and SPC operators will be assigned to the team operator function.
 - It is not the intent of this agreement to disadvantage current SPC operators.
 - Current operators will retain current pay rate and function.
 - Current operators can elect, upon ratification, to return to their supervisors' area per memo or retain their SPC operation. If they are subsequently reduced or removed, they will take out open/low in their function.
 - Future openings will be filled by transfer
 - Positions will be subject to shift preference/reduction in force, etc.
8. We negotiated language that will help place permanently restricted employees on meaningful work within their restriction(s). This will allow us to free up utility and TC's to perform their regular job function. When there is a sick leave opening, the opening can be filled by a restricted employee who will not establish seniority in the team. They will be displaced when the original operator returns or the opening is filled by transfer.

The ADAPT Team will be responsible to evaluate and assign restricted employees to temporary assignments. Restricted employees could be utilized to do sorting and rework of defective vendor parts, sequencing, etc. or other non-traditional tasks assigned by the Jobs Committee. The Jobs Committee will assign other non-traditional tasks as identified. Employees placed under the above provisions, will **not** impact the utility float.



Seniority Issues

When short term layoffs are being considered, the parties may mutually agree to discuss using inverse seniority.

Diversity

Unfortunately, there is no statement in regards to equal application in our local agreement. Thus, a “commitment to diversity” statement will be drafted for our local contract.

Service Groups

The following demands concerning vehicles and drivers were settled:

1. Improved protection for City Run Drivers from sub-contracting of their work. Management agreed to recognize that city run work is Local 602 bargaining unit work.
2. Management agrees to create group 4A (full time team coordinator) within the transportation activity. The TC will be selected from existing group 4 employees.

The following demand concerning the crib attendants were settled:

1. When an entry is made to Stores W without a crib attendant working, Security will complete an incident report stating names of individuals gaining access. This will allow the union to win compensation for the appropriate claimant.

The following demands concerning the Material Department were settled:

1. We addressed Management’s actions that disadvantage employees whose services are required beyond an eight hour shift. In those instances where an employee is sent home prior to production line time, and their specific job is subsequently performed by another employee, such matters will be brought to the attention of the supervisor of Labor Relations who will then work with the appropriate shop committee representative to resolve the issue.
2. Management understands the Union’s concern over putting stock in its proper location. Management will evaluate rack size and adjust them when necessary. When problems of this sort arise and can’t be resolved, the production team and supervisor, material supervisor and line feeder or team will meet and find out if the problem is too much stock, rack size, or other problems. Management agrees to work to eliminate the need to place stock on the floor.
3. The union was able to get in writing that management will continue existing practices in regards to line feeder relief time. The amount of relief time for line feeders will be the same as production.

The following demands concerning Environmental Services were settled:

1. Management agrees to rent a scarafier for use by Local 602 employees when the task is required.
2. Management will schedule Environmental Service personnel to clean overhead heating and cooling ventilation throughout the plant.
3. Formally recognized that stack cleaning is booth cleaner work for protection against sub-contracting.



Skilled Trades and Maintenance

We took 72 demands to the bargaining table and won improvements in a number of areas that affect the Skilled Trades and Maintenance operations. We **successfully resisted** the following management demands:

- Reduced Skilled trades vacations
- Modify skilled trades EOH groups by shift and area
- Eliminate memo for balancing hours
- Change shift preference to once a year

The following demand settlements were negotiated:

Subcontracting and Paragraph 183:

1. Management recognizes the union's desire to enhance the job security of its skilled trades membership. In consideration of such, Management recognizes its responsibilities regarding compliance with the provisions of the National Agreement pertaining to subcontracting work.

Therefore, Management will instruct the maintenance and engineering activities, as to our commitment and contractual obligations to the Local Union.

Accordingly, Management will restructure its participation in the sub-contracting review process to ensure superintendent level management and labor relations are satisfied as to whether or not a contemplated subcontract notice meets the criteria specified in the National Agreement and is, therefore, appropriate to review with the union.

Additionally, part of this process will be to ensure that Management has first considered utilizing its Skilled Trades workforce in performance of the work in question. If Management has determined the work should not be performed with our employees, Management must be able to sustain its reason for subcontracting as stated in paragraph 183 of the National Agreement. Further, Management will agree to utilize practical alternative project management resources to manage our Skilled Trades work force when regular GM managers are unavailable.

In the process of discussion on this issue, the union raised a concern as to the lack of available information in regards to subcontracting. Given that, Management has agreed to make certain types of access available to the subcontracting planning representatives to make it easier to track items that could fall under the paragraph 183 process. In addition, a signature line will be added to the current integrated supply order sheet signifying whether or not the item being purchased has been reviewed.

Minutes of the weekly subcontracting meeting will be kept and distributed.

2. Improved process to track small tools sub contracting.
3. A joint committee for supplier operations will be established between LCA, LGR, and Locals 602 and 652 respectively.



4. Removed special privileges for contract engineers.
5. It is the position and expectation of LCA Management that all management representatives involved with maintenance work are expected to understand and abide by Paragraph 183 of the National Agreement. Specifically, prior to work being sent to an outside contractor, such work must be reviewed in accordance with Paragraph 183(d) of the National Agreement. In the event a violation of 183 occurs, Management will schedule a conference between the supervisor of Labor Relations, the manager of the department involved, and the engineer or individual responsible for the 183(d) review. As part of that conference, the department manager will be advised of the violation and the resulting liability. In the event of subsequent repeat violations by the same individual, the labor relations supervisor will schedule a conference with the department manager and the plant personnel director. Additionally, Management prior to subcontracting, agrees to bring all tooling issues for review as part of the paragraph 183 review process. All violations of the 183(d) process will be documented in the 2nd step meeting minutes.
6. The union won improvements to the tool room with the addition of a boring mill, an O.D. grinder, and a C.N.C. Lathe.

Improved Training Process:

1. Skilled trades employees will be trained according to need demonstrated for their assigned task. As time permits, Management will provide extra training opportunities to prepare the workforce for future needs. When possible, based on class content, training will be conducted in the Body Plant Skill Center.

Lubrication Awareness Training (Course 4661) will be scheduled for pipefitters and millwrights. Electricians and toolmakers will receive similar training with content of the class drawn from Course 4661 and mutually agreed to.

Training will be given to Trades assuming other red-circled group work. This will allow for integration of the red-circled work.

The superintendent of WFG maintenance will be the custodian of the process to ensure training is available. Individual areas will be responsible for sending their employees to training. Issues will be investigated by the supervisor of Labor Relations.

2. The Maintenance Quality Council will address skilled trades and maintenance training issues.
3. The joint representatives (Document 46 and Management counterpart) will report on a monthly basis to the Maintenance Quality Council Core Team on all training issues concerning the maintenance department. If for some reason the training representatives are unable to attend, they will notify the quality council and reschedule to the next scheduled meeting.



4. The four welding trades; pipefitter, millwright, tinsmith and powerhouse stationary engineers will be given an individual assessment test consisting of stick, tig and mig welding. The evaluation of the welding test will be the basis for training on an individual basis. Training needs will be re-evaluated every two years.
5. Electricians desiring to train with the electrical trouble shooting group can make that request through the shift MC in writing.
6. Management agrees to train all toolmakers in the use of roamers, wigglemeters and vision stations.

Positive Changes to EOH Provisions:

1. If an employee is doubling back, they will not be offered to work over on the previous shift or come in early on the subsequent shift. The employee will not be charged for the additional available hours.
2. Existing practices regarding EOH checkers will continue.
3. Management will not use supplementation solely as a reason to reduce overtime opportunities for the group being supplemented.
4. Management recognizes the local union’s position that working people out of line of hours does not apply to production Saturdays.
5. When technical trainers are training in the body plant, they will follow existing sign-up procedures.
6. Alternate committee persons will be charged for all overtime hours worked or offered while they are functioning as a district committee person, if they would otherwise have had work available in their E.O.H. group.

Area and Shift Preference Clarifications:

1. Management will give one week’s advance notice of the intent to do a shift move. Moves will be effective on Monday’s or the first day of the week.
2. Management understands the desire of employees to move within their assigned department and will consider granting those requests.
3. When a manpower adjustment is required in the same trade, the table below will be utilized to enact a shift and area sign up:

Group Size greater than	100	20%
	51 – 100	15%
	26 – 50	8 People
	1 – 25	5 People
4. Management will make reasonable accommodations when an employee has temporary restrictions to keep the employee on his/her shift and within their area.



Safety:

1. Any change or addition to existing plant lockout systems will be reviewed and approved by the Joint Local Health and Safety Committee. The joint committee will involve a plant lockout tech in the review prior to any changes or alterations.
2. The Maintenance Quality Council and Joint Safety Activity will decide how to roll out the requirements of the Electrical Site Work Practice Procedure.

Changes to the Maintenance Quality Council and Team Build Process:

1. The Maintenance Quality Council Core Team must jointly approve any application for future QNPM phase awards.
2. An understanding has been reached to provide teams an opportunity to address their team meeting times. Body Shop Management agrees to hold discussions with designated Body Shop Skilled Trades team coordinators to develop a mutually satisfactory team meeting time. The parties recognize that in addition to the preference of team members of a particular meeting time, appropriate consideration and priority must be given to supporting productive operations.
3. To support the continuous improvement of the Team Build Agreement, issues and concerns regarding the Team Build Process will be directed to the Maintenance Quality Council.
4. The Maintenance Quality Council will continue to define the roles and responsibilities of maintenance TC's. This may include opportunities to expand the knowledge base of the TC's by inviting them to meetings that are typically outside their defined roles.

Apprentice Language Strengthened:

1. If apprentices are considered for the future needs of the facility, Management will review in-plant candidates prior to hiring from the outside.
2. Improved pre-apprentice opportunities through Lansing Community College.

General:

1. To better protect the red circled maintenance oilers and carrier repair groups, the following agreement was reached. Their work will be redistributed based on the recommendations of the Work Practices Committee. In addition, when employees in the red-circled group have attrited to a level that restricts their ability to cover multiple shifts, consideration will be given to the employees shift preference as much as practicable.
2. Management agrees to maintain the current language that allows 15 single vacation days per calendar year. In addition, Management agrees to allow employees to take four Mondays and Fridays per year (Total of 4 Mondays and 4 Fridays).

If an employees has used the allotted four Mondays or Fridays and a vacation slot is still available on the Wednesday prior to the requested Monday or Friday, the employee's request for vacation will be granted provided the following conditions are met:



- It does not cause an increase in the allowable vacation percentages.
 - Multiple request will be first given to the employee who has not used their allotment of Mondays or Fridays, then in seniority order with high to low senior employees.
 - The application must be received by the Wednesday preceding the requested Friday or Monday.
3. When the maintenance welder is not present, the remainder area will support the Tool Room welding needs under current operating conditions.
 4. Management will create a P.M. for pipefitters to check drip drums in Buildings 21 and 17.
 5. A common process will be developed for replacement or purchase of skilled trades tools. A joint team will survey existing trades' tools and make recommendations to the Maintenance Quality Council as to employee needs.
 6. Maintenance Management and the Union recognizes our past practices concerning maintenance employees' breaks, lunch and shift overlap. The flexibility of these practices has proven to be mutually beneficial and, therefore, we agree to maintain these practices.
 7. Management agrees to provide plant security with a key to the coverall crib so that on extended weekends (four days or more) employees in need of new coveralls have a means to exchange dirty coveralls for clean. A schedule will be set in advance of these extended weekends so employees know what day and time this service will be available.
 8. A process to track trim trucks is currently being completed. Upon completion of the tracking system, Management agrees to explore the feasibility of including those records in Maximo.
 9. An hourly CAC will be trained on afternoon and midnight shifts to provide backup support in regards to weekend and holiday scheduling.
 10. Management agrees to explore the feasibility of installing an updated Maximo system in the event of a major renovation to the facility.
 11. Management will review with all employees the updated radio protocol procedure. The procedure describes the appropriate use of the in-plant radio system in case of a power loss or major breakdown. Management will also update maintenance radios in the plant that will add one channel for maintenance to use for major breakdowns. The channel will be used to reduce interruptions to maintenance employees while working on a breakdown.
 12. The local union's demand to include tasking in the Maximo PM system was decided in National Contract talks. The national parties agreed that tasking would be included in the Maximo PM records.
 13. All Skilled Trades contract language will be placed in a separate section of the Local Agreement.



14. Production will not do millwright work in Building 21-2 and 21-3.

Future Jobs:

1. Local Management will abide by direction provided by the Corporation and the International Union pertaining to Appendix K hiring requirements per the 2003 National Negotiations.
2. Lansing Car Assembly Management and the Local Union Leadership will continue to work with the Corporation to determine the feasibility of utilizing the existing operation to it's fullest capacity. The parties agree that feasibility studies will begin immediately and continue until such time as additional product is identified or all alternatives have been exhausted.
3. The Memorandum of Understanding, Supplier Rework, specifically outlines this process. Management will abide by this memo.
4. Management will, at the time of any prolonged reduction in productive operations, consider utilizing affected bargaining unit employees in certain types of work which may have been contracted.

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Informational Meeting & Ratification Vote Announcement

An informational meeting for the purpose of presenting the new Local Agreement will be held:

When: Wednesday, December 3, 2003

Times: 7:00am – 6:00pm

**Where: UAW Local 602 Union Hall
2510 West Michigan Ave
Lansing, Michigan**

A 24 hour ratification vote will be held:

**When: Polls open at 11:00am
Thursday, December 4, 2003**

**Polls close at 11:00am
Friday, December 5, 2003**

**Where: UAW Local 602 Union Hall
2510 West Michigan Ave
Lansing, Michigan**



2003 UAW Local 602 Bargaining Team



Sitting Left to Right:

Dave Frentress Terry Beck Steve Bramos Art Luna Bob Grissom
Skilled Trades Zone District Shop Chairperson President Zone

Standing Left to Right:

Mark Strolle Tim Brady Bob Morgan Kevin Root Rod Murray
Scribe Skilled Trades Zone Zone District Shop

Teamwork in the Leadership and Solidarity in the Ranks

