

APPENDIX A

MEMORANDUM OF UNDERSTANDING
EMPLOYEE PLACEMENT

It is recognized that the hiring of new employees in one location while there is a surplus of seniority employees in other locations is not in the best interest of the parties. Therefore, the parties will provide eligible seniority laid-off, Protected and active seniority employees an opportunity to relocate to UAW-GM facilities outside of their area, with particular emphasis on placing employees from closed or idled facilities. For the purposes of this Memorandum, seniority refers to longest unbroken GM seniority.

When employed, such employees will acquire seniority in the plant where hired in accordance with Paragraphs (56) and (57) of the National Agreement.

In the event of a permanent Traditional opening at a GM facility, the following placement procedure is to be utilized:

1. Plant Recall
2. Plant Rehire
3. Area Hire
 - a. Combined list of seniority employees on indefinite layoff, Protected employees, active employees from plants that have excess with and without excess employees, and seniority return to former community applicants.
 - b. Volunteers will be placed in seniority order.
 - c. In the event of insufficient volunteers, the employee with the least seniority on the Area Hire List (except active) and Protected status employees) will be offered the job.

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INITIALED BY PARTIES:  

Non-volunteers will be placed in inverse seniority order.

4. Extended Area Hire - Closed Plants

- Volunteers will be placed in seniority order.

5. Extended Area Hire - Closed Plant Return to Former Community

- Volunteers will be placed in seniority order.

6. Other Extended Area Hire (includes GIS eligible)

- a. Includes volunteers from plants with and without excess employees, ~~from plants where replacement is available, or from plants where there is no need to replace.~~

- b. Volunteers will be placed in seniority order.

~~7. Area Hire Protected Status Non-Volunteers~~

- ~~a. Protected status employees will be placed unless either party identifies a compelling reason not to do so.~~

- ~~b. Non-volunteers will be placed in inverse seniority order.~~

~~8. Area Hire Active Employees from Plants without Replacement~~

- ~~— Volunteers will be placed in seniority order.~~

~~9. Extended Area Hire Active Employees from Plants without Replacement~~

- ~~— Volunteers will be placed in seniority order.~~

In the event an opening remains after administering Steps 1-6, further job offers will be made in accordance with any Special Agreements (i.e., Delphi, Guide, ACC etc.).

In administering the Placement Procedure, items (1) through (9) above will be applied sequentially.