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 <u>Traditional</u> 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.

DATE INITIALED: ___

SEP 2,6 2007

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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 and a special control of the second s without excess employees., from plants where replacement is available, or from plants where there is no need to replace. ordenne da la la Permenadia adala dapateba da
 - b. Volunteers will be placed in seniority order.
- 7. Area Hire Protected Status Non-Volunteers
 - Protected status employees will be placed unless either party identifies a compelling reason not to do so.
 - 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 (96) above will be applied sequentially.

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Active employees who volunteer and are placed in accordance with this Placement Procedure must terminate seniority at their current location.

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It is understood that the National Parties may mutually agree from time to time to other special provisions, including offering jobs to active or Protected employees. (For Delphi flowback see Contract gentures in regime registro in 12-17st recibes Settlement Agreement Paragraph 25.)

It is further understood that the National Parties may also mutually agree to deviate from the above order of selection in a particular situation.

In addition, the Union assured the Corporation of its willingness to implement Document No. 118.

of mart discussion and territorials the Any complaints regarding the application of these provisions in any plant may be taken up with Local i. **There has been an an** depose Management of that plant by the local Shop Committee and if not resolved may be referred to the GM Labor And the latest Relations and the International Union for resolution; however, the above provisions shall not be the basis for any claims for back wages or any form of retroactive adjustments.

It is understood that if an employee whose problem is referred to the GM Labor Relations and the ski da og ski berkika af tekorasemalist International Union is adjudged by the National Parties to be entitled to an adjustment, the employee will be offered an available opening as soon as possible, but in any event within two weeks of such decision. If no -dagger government francisc or and breaking such opening develops, he or she will be offered the All the second of the second of the second opportunity to displace a lesser seniority employee, and the second of the second of the second seniority permitting, at the plant where the problem occurred.

- AREA HIRE PLACEMENT (Formerly I. Appendix A and Document No. 21)
 - An Area Hire Area is comprised of all A. plants within a 50 mile radius of a given plant or larger as may be agreed upon by the National Parties.

B. Employees on the Area Hire List include: seniority employees on indefinite layoff, Protected status, active employees from plants that have excess with and without excess employees, and seniority return to the former community applicants.

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- C. Such employees will be given the opportunity to designate from among those plants within their Area Hire Area which plants, if any, they volunteer to accept an offer of employment, should future job openings occur. An employee will be allowed to change the plants so designated any time prior to a bona fide to another the second se job offer.
- D. In the event that higher seniority employees are placed on layoff, The last of the manifest of the country of the coun employees with the least seniority who would have otherwise been laid off willows be placed on the Area Hire List. Such employees placed on the Area Hire List will be advised of this fact and be given the opportunity to designate plants within the Area Hire Area.
- Volunteers will be offered the available E. jobs in seniority order. eaths At throttest with the thick and the eather wife.
- Laid off employees who refuse any job offer within the Area Hire Area will be placed on a formal leave of absence without Corporate paid benefits with recall only to a job in the regular active workforce.

Protected status employees who refuse any job offer within the Area Hire Area will be placed on lay off.

Active employees will be made a maximum of three (3) Area Hire job offers in each year of this Agreement. Such employees may later be eligible to refile an Area Hire application in the

event that their status changes at their current plant.

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- When selecting employees the longest unbroken GM seniority date will be used for non-skilled production job offers. For skilled trades job offers, the longest unbroken seniority date in the skilled trades classification will be used. In the event that two or more employees have the same longest unbroken seniority date, the employee's entire social earth of the second section of the second security number in ascending order will be used as the tie breaker. on president to the tendent state of Athorist Co.
- Skilled trades journeymen/women laid <u> H.H.</u> off from a plant and working in a nonskilled trades production classification will have their name placed on the area hire list and will remain eligible for area hire in the same or a related skilled trades classification. CONTROL CONTROL OF THE STATE OF
- It is further understood that each plant H. would review local procedures for implementing the provisions of Area Hire and Extended Area Hire Placement and that during these reviews particular attention would be directed toward the best supplied to the second supplied to t insuring that information regarding applying for Area Hire and Extended Area Hire Placement is made available to all seniority employees.—Employees will-receive confirmation of their West Control of the C application(s). FORESCO, STATE OF THE STATE OF THE STATE OF
- II. EXTENDED AREA HIRE PLACEMENT (Formerly Document No. 28)
 - or the property and the first of the first of the first of the contract of the first of the contract of the co Seniority laid off, Protected and active A. employees will be given the opportunity to indicate their interest in working at another GM location outside their Area Hire Area.
 - B. Employees continue to be eligible for Extended Area Hire placement as long as they retain unbroken GM seniority.

C. The offer of an available job will be made in seniority order from volunteers on the Extended Area Hire List.

If the volunteer being placed is an applicant from a plant without excess. the opening created when the volunteer are the look with the property of the look with the property of the look with the property of the look with the look accepts the job offer will be filled by:

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- FARE CANNER TO BEING THE CONTROL OF THE PARTY. (1) First, an applicant from a closed plant; or - Assas asistemas fores distriction, supposi-
- Second, in accordance with Appendix K, Section II (C).
- beed deposition of horizontal particular desired If an opening occurs for which an active employee is eligible, the active employee will be given the opportunity to fill the words by books became and loved like opening only if there is a seniority at a replaced by the more than bus the audi employee within the Area Hire Area to Land to be the control of th replace the active employee, if required.
- ₽D. Employees who have filed an Extended and an arrange of the second and arrange of the second and arrange of the second and arrange of the second arrange of Area Hire Application will receive up to the Eventhalian pool Control Surgar three (3) offers for placement in each year of the Agreement to one of the supplied to the supplied to the part to the part of the part to the part of the part to th plants they have selected. If employees do not take advantage of any of these offers, their Extended Area Hire Application will be canceled at the end he be and become a fine and a second and a second at the end of each year. Such employees may later him to be a second as the second and the second and the second and the second as the seco be eligible to refile an Extended Area Hire Application only in the event their status changes at their present location.
- FE. Employees will be eligible for relocation as described in the Relocation Section (Section VI-IV) of this Memorandum of Understanding Employee Placement and en laterateure de l'enforce d'in el sympace, el in Paragraph (96a) of the National to gailer was consoling the consoling Agreement.
- G-F. Employees who are placed in accordance with the Extended Area Hire Placement provisions of the National Agreement and who accept the Basic Relocation Option specified in Paragraph (96a) of

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the National Agreement may not be subject to recall or rehire or Extended Area Hire placement at any General Motors plants, for a period of six (6) months or until permanently laid off under conditions which establish there is no reasonable likelihood of recall, whichever occurs first. It is understood that the six month period may be modified or extended by mutual agreement between the Corporation and the International Union, UAW.

At the end of such period, employees who would otherwise have been recalled or rehired to a former location(s) may either remain at the current plant or return to such previous location. If an additional and additional additional and additional a employee returns, the local parties may make adjustments necessary to insure that the employee is neither advantaged nor disadvantaged by the above provisions. Local Managements have ninety (90) days following the date an employee elects to return to accomplish Bearing to the transfer of my factors of the same of t such adjustments.

- Employees will be given a reasonable H-G. amount of time to relocate to another plant.
- Employees who are placed in accordance <u>I-H</u>. - All Control of the second of with Appendix A and accept the Enhanced Relocation Allowance will not be eligible to initiate another Extended Area Hire placement or initiate an Area Hire placement as an active employee for a period of 36 months unless the employee's status changes to laid off or Protected. In the event the plant has excess employees on permanent indefinite layoff or placed on Protected status with no likelihood of recall into the active workforce, the 36 month period will be eliminated.
- Eligible employees from closed plants J-I. who have relocated via Extended Area



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Hire will be given preference to return to a plant in their former community. Such employees will receive the applicable relocation allowance.

AREA HIRE PROTECTED STATUS NON-VOLUNTEERS

REFUSAL OF JOB OFFERS III.

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Laid off employees who refuse any job offer within the Area Hire will be placed on a formal leave of absence without corporate paid benefits with recall only to a job in the regular active workforce.

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Protected status employees, who refuse any job offer in the Area Hire, will be placed on lay off.

- In the event there are insufficient volunteers for an opening, the Protected status employee with the least seniority on the Area Hire list will be offered the iob. Protected status employees will be placed unless either party identifies a compelling reason not to do-so.
- Employees will be made job offers in inverse seniority order.
- Protected status Non-volunteers who refuse any job offer within the Area Hire Area will be placed on layoff.

AREA HIRE PLACEMENT FROM PLANTS WITHOUT REPLACEMENT

- Upon receiving new hire approval, active employees at Area Hire plants without replacement will be made a job offer.
- Such active employees will be offered the available job in seniority order. The new hire will be placed at the Area Hire plant to replace the active employee.



Such active employees will be made a final and a second a maximum of three (3) Area Hire jeb offers in each year of this Agreement. Such employees may later be eligible to refile an Area Hire Application in the event that their status changes at their current plant.

EXTENDED AREA-HIRE PLACEMENT FROM PLANTS WITHOUT REPLACEMENT

- Upon receiving new hire approval, active employees at Extended Area Hire plants without replacements will be made a job offer.
- Such active employees will be offered the available job in seniority order. The new hire will be placed at the Extended Area Hire plant to replace the active employee. mining of any of the latter than the first contribution of the first of the contribution of the contributi
- Such employees will be eligible for a basic relocation allowance. a til hab taller ollaren i het vieler i andettermer.
- All other provisions of Section II of this Memorandum shall apply to employees and apply to employees made job offers under this Section.

¥-IV. RELOCATION

- A. Any employees who are employed and relocate in accordance with Appendix Appendix and the second seco will be eligible to receive a relocation allowance and relocation services as agreed management and the service are specified in Paragraphs (96a) (1), (2), (3), and (4), of the National Agreement.
- B. Employees who return to their former community pursuant to the Return to Former Community Procedure will be eligible for a basic relocation allowance.

VIIV. PHYSICALS

A. When physicals are conducted on Area Hire or Extended Area Hire Applicants, the criteria used is the same as that used

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for a Fit for Duty exam when an employee of that plant is undergoing as a process of the control o reinstatement to return to work from a sick leave. THE COLUMN TO THE STATE OF THE

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In medical disputes, the National Parties B. may refer the employee for an impartial medical opinion.

VIIIVI. SENIORITY RETURN TO FORMER COMMUNITY (Formerly Document No. 14)

The following methods and procedures detail the circumstances under which eligible employees who apply will be offered the opportunity to return to their former community.

- Eligible employees are those seniority employees on roll at a plant who have been relocated to that plant from a plant outside the Area Hire in accordance with Appendix A and worked there six (6) months and who still retain seniority at a plant in the former community. aide it rails of the second
- B. Eligible employees will be given the opportunity to file an application to return to their former community. Employees will receive a confirmation of their application. Dan in longers on paint governing, say

Employees may have only one return to the second se former community application on file at any given time. Once employees return as a solution and the solution of the solution and the solution of the s to a former community under the provisions of this document, they are no longer eligible to return to any other community until such time as they are laid off or relocate in accordance with - observed a dependence of page 1860 per second and a second page 1860 per Appendix A. wateracks and because agrees a mile in light

Eligible employees who have applied to C. return to their former community shall have their names placed on the Area Hire list for the plants within the community to which they have applied. The same that the base of the same that the same

- D. At the time of receiving an offer to return to a plant in a former community, employees who have filed a Return to Former Community Application, may elect to receive a payment of \$6,000 to remain at their current plant. As a result of receiving this payment, the employees will terminate seniority and return rights at all other GM facilities and therefore no longer be eligible for Return To Former Community consideration.
- E. Employees returning to a plant in their former community will acquire seniority in accordance with the Application of Corporate Seniority Section (Section IX VII) of this Memorandum.
- F. Should employees return to their former community under the provisions of this Section, their seniority will be terminated pursuant to the provisions of Paragraph (64)(d) at the plant from which they are leaving, effective with the date to report to the new plant.
- It is recognized that the plant from which the eligible employee is released must do so in a manner consistent with the maintenance of quality and efficiency. Accordingly, no eligible employee will be released until a fully trained replacement is available. Consistent with these principles, it is recognized and all the second that the rate at which employees are released may vary due to the types of jobs held by such employees, the availability of replacement personnel, product or new model launch, the releasing plant's staffing requirements or other business reasons. In all cases, management will endeavor to release employees as quickly as possible.

EXVII. APPLICATION OF CORPORATE SENIORITY (Formerly Appendix D-1)

- Employees who are moved to a secondary plant in accordance with this Memorandum, while retaining unbroken seniority in their base plant, shall establish seniority in such secondary plant as follows:
 - i de la compania del compania del compania de la compania del compania del compania de la compania del compania Employees with seniority dates of January 7, 1985 or earlier will establish an adjusted plant seniority date of January 7, 1985.

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- 2. When two (2) or more employees stated to the problem when a grant when the problem is the problem in the problem. establish the same plant seniority date pursuant to Paragraph (1) above, the date established for each employee for vacation under Paragraph (190) of the National Agreement will be used to the state of the s determine seniority preference among such employees.
- 3. Employees with seniority dates subsequent to January 7, 1985 will establish that subsequent date as their plant seniority date.
- Journeymen/women or E.I.T.S. employees with unbroken Skilled Trades seniority dates or dates of entry of January 7, 1985 or the second second and the second seco before, who are employed in the same or related Skilled Trades date of entry of January 7, 1985 and some these decides at the second se in that classification. The street over he will write while to each of
- 5. When two or more journeymen/women or E.I.T.S. employees establish the same and a contribution of the contributio date of entry in the same classification and plant pursuant was also between the property and the classification and plant pursuant was also between the classification and plant pursuant was also betwee to Paragraph (4) above, each employee's longest unbroken seniority in that classification in any General Motors plant covered by the Agreement, will be used to determine seniority



- preference among such employees for all purposes applicable to that classification.
- Journeymen/women or E.I.T.S. 6. employees with unbroken skilled trades seniority dates or dates of seniority dates or dates or dates of seniority dates or da entry subsequent to January 7, which was a vicinity to have a beautiful and the subsequent to January 7. 1985 who are employed in the characteristic borners and the control of the contro same or a related skilled trades classification, will establish that subsequent date as their date of the subsequent date as their date of entry in that classification.
- Journeymen/women or E.I.T.S. Association has a second and account to the second employees who are employed in a second and the second are employed in a second and the second are employed in a second are employed are employe non-skilled production classifications and later reclassified to the same or related Skilled Trades Classification, The American Application of will establish a date of entry as though originally employed in the same and t that classification in accordance with (4) or (6) above, whichever is applicable. one man and the light second and the
- Journeymen/women or E.I.T.S. B. employees reclassified to related Skilled Trades Classifications in their same plant will establish a date of entry in the same of public and the same and have accordance with (7) above, or applicable Local Seniority Agreement provisions, whichever is earlier. the agencies a continuo prominente a fina a regiona con est
- The above provisions are not applicable C. to laid off apprentices who are employed as a second of the second of th in the apprentice program in another plant. However, a seniority employee who transfers to a secondary location, under the provisions of Paragraph 113(a) of the GM/UAW Agreement and subsequently graduates at the new location will also, at that time, transfer their Corporate Seniority in accordance y diam'n' grage a con permental out who wagatha i washin kamara ka ka with Paragraphs (1) and (3) above.

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X-VIII. VACATION REPLACEMENTS AND OTHER EMPLOYEES HIRED FOR TEMPORARY WORK (Formerly Appendix D-2)

Employees who are on layoff from any GM-UAW plant who retain unbroken seniority in any such plant on the date they are hired as a way and a second a second vacation replacement or for other temporary work in any other plant covered by the National Agreement, or a new employee who does not have seniority in any General Motors plant who was a seniority in any General Motors plant who was a seniority in any General Motors plant who was a seniority in any General Motors plant who was a seniority in any General Motors plant who was a seniority in any General Motors plant who was a seniority in any General Motors plant who was a seniority in any General Motors plant who was a seniority in any General Motors plant who was a seniority in any General Motors plant who was a seniority in any General Motors plant who was a seniority of the is hired for such work shall be employed in whether the base of th accordance with the following:

A. An employee may be hired as a vacation replacement or to fill other job openings of a temporary nature.

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- B. Vacation replacements may be employed under the provisions of this Memorandum commencing the second Monday in May each year and ending no later than 120 days thereafter. The savebacous allocate all safebacous utilization of vacation replacements and other employees hired for temporary work shall be discussed in advance with the local JOBS Committee. Requests for vacation replacements and other employees hired for temporary work There is the state of the state shall be made in writing to the National Parties for mutual approval. - Consistence of the Contract of the first
- The strong sale will visual 2 has 1 In the event of permanent job openings C. which involve the relocation of employees, the National Parties may agree to hire temporary employees under the provisions of this Section to enable plants to operate effectively while permanent seniority employees are being identified or relocated at the new WINDOWS WILL location.
- Time worked by a vacation replacement D. or other temporary employee who is hired pursuant to this Memorandum will not be included in the computation for acquiring seniority pursuant to Paragraph (57) and Appendix D.



Such time worked by a laid off seniority E. employee will not be considered in the calculation for breaking seniority and exhausting rehire rights at a former plant pursuant to Paragraph (64e).

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- The provisions of the Application of F. Corporate Seniority (Section IX-VII) of this Memorandum are not applicable to employees hired pursuant to this Section X-VIII.
- An employee with seniority hired at a seriority hir secondary plant for vacation replacement or other temporary work will remain the same and the same as eligible for permanent job openings in accordance with the provisions of Area and a secondary of the secondary of Hire Placement (Section I) and Extended Area Hire Placement (Section II) of this Memorandum.
- H. All other provisions of the National Agreement and its Exhibits shall apply to employees hired pursuant to this Memorandum.
- L This procedure does not apply to permanent job openings.
- The National Parties are authorized to J: make modifications and adjustments as idasah sa baham-marketti terretik fil necessary.

LONG -TERM TEMPORARY EMPLOYEES

The parties discussed the need for employees to be hired on a long-term temporary basis (i.e., new product launch, Special Attrition Program transition).

Long-Term Temporary Employees shall be employed in accordance with the following:

The Corporation shall review with the Vice President of the UAW GM Department situations requiring Long-Term Temporary Employees.



Upon mutual agreement, the Corporation may hire Long-Term Temporary with the set the set led the live a spoken. Employees for a period up to one (1)

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- Long-Term Temporary Employees hired into Traditional jobs will be paid 70% of the Traditional wage. Those hired into non-core operations will receive the noncore starting rate with progression.
- A Long-Term Temporary Employee shall accrue no credit towards acquiring seniority. In the event such employees become full-time employees, they shall receive credit for time worked towards acquiring seniority and establish a plant seniority date as of their date of hire as a x3 (value of hire as a Long-Term Temporary Employee.
- Such employees are not covered by any Benefit Plan or the Pension Plan except as defined in the Memorandum of Understanding covering Long-Term Temporary Employees' Wages and Benefits.
- Long-Term Temporary employees will receive pay for all holidays that occur while they are employed provided:
 - 1) The employee has worked at least 90 days prior to the holiday(s)
 - 2) The employee would otherwise have been scheduled to work on such day if it had not been observed as a holiday, and
 - 3) The employee must have worked the last scheduled work day prior to and the next scheduled work day after each specified holiday within the employee's scheduled work week. For each Christmas holiday period, the employee must have worked the last scheduled work day prior to each

holiday period and the next scheduled work day after each holiday period.

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XII-X. REQUESTS FOR EMPLOYEES

- Request for Temporary Employees (i.e., Summer Vacation Replacements), and Long-Term Temporary Employees shall be made in writing to the National more about the first balance of the sector Parties for mutual approval.
- Temporary and Long-Term Temporary Employees will be considered for Entry Level job opportunities.
- TEMPORARY OPENINGS PARAGRAPH XI. (64)(e) (Formerly Document No. 16)
 - Laid off employees working at A. permanent jobs in other General Motors plants, whose seniority would entitle them to be recalled to former locations to fill openings considered at the time to be temporary, will not be recalled or rehired under such circumstances.
 - Furthermore, if laid off employees B. working at permanent jobs with outside employers or participating in the UAW-GM Dislocated Worker Program are recalled to their former locations to fill openings considered at the time to be temporary, those individuals who desire to be bypassed under the provisions of this Section should notify the appropriate General Motors employment office.
 - In this regard, solely for the purposes of C. calculating the periods relative to breaking seniority and exhausting rehire rights at the former plant pursuant to Paragraph (64)(e), such employees in Sections (A) and (B) above shall be considered as having accepted recall to their former plant on the date such work became available and returned to layoff status at such time as the period of temporary work is completed.

TRAINING XII.

In order to ensure consistent administration of Area Hire and/or Extended Area Hire, training materials will be developed and a joint meeting will be held of those people responsible for the administration of these provisions. Costs for the training will be covered by joint funds upon approval of the Executive Board-Joint Activities. Topics to be discussed, but not limited to, are:

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- Changes in the Area Hire provisions and related matters as a result of 2003-2007 Negotiations.
- Review of existing procedures and provisions.
- ADAPT (Accommodating DisAbled BARTING OF CONTROL OF THE LINE OF SELECTION OF People in Transition). Philippe of the weaking on the project of the control of the contr