

AGREEMENT

This Collective Bargaining Agreement ("Agreement") is made and entered into this _____ day of _____, 2015, between NEXTEER AUTOMOTIVE CORPORATION, a Delaware corporation (the "Company") and the UNITED AUTOMOBILE, AEROSPACE and AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW AND ITS LOCAL 699 (the "Union")

ISSUES ARE RESOLVED AS FOLLOWS:

1. All grievances written under old contract will be resolved under old contract language (September 15, 2015)
2. This agreement resolves all issues and disputes which were the subject of negotiations in the current contract negotiations. Resolution of all matters subject to these negotiations has been concluded based upon current conditions and circumstances.
3. This agreement is subject to written notice of ratification by Local 699 within fourteen (14) days of the date of this agreement.
4. The effective date of this Agreement will be the day following the date on which the company received written notice of ratification from the Local Union and shall remain in effect until it expires at 11:59pm on March 15, 2019.
5. No provision of this agreement shall be superseded or changed other than by written agreement between the Company and the Union.
6. This Agreement supersedes any and all previous agreements and understandings between the parties unless specifically reinstated during these negotiations.
7. Following ratification of this agreement, the union will coordinate with the Company's Human Resources Staff and appropriate representatives of the UAW, the development of a training program which will address the agreement and related understandings. A training session will be piloted as soon as practical following program development, participation in the training will include plant/division/operations managers and supervisors whose responsibilities include Agreement administration, elected and appointed union representatives and Human Resources personnel. Participants in the training program will be designated by the Company's Human Resources staff and the UAW.
8. The parties agree that publication costs related to contract ratification brochures/handouts and the final documentation of the collective bargaining agreement will be covered by the Company. These printed items will be of sufficient number for the Saginaw Site (Initially 7500 in addition to 550 spiral bound copies of the final contract. Should more copies be needed at a later date the union will notify the company).

9. The Company will provide bulletin boards in each Saginaw Site plant which may be used by the Union for posting of lawful notices relating to official Union business. The number and location of such boards will be discussed and approved by plant management.

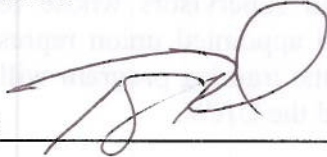
Section 2. UNION BULLETIN BOARDS

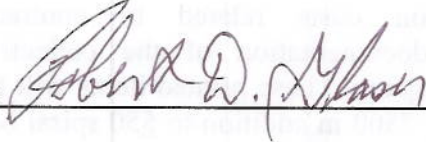
The plants covered by this Agreement will erect bulletin boards which may be used by the Union for posting notices bearing the written approval of the President of the Local Union or the Chairperson of the Shop Committee and restricted to:

- (a) Notices of Union recreational and social affairs.
- (b) Notices of Union elections.
- (c) Notices of Union appointments and results of Union elections.
- (d) Notices of Union meetings.
- (e) Notices concerning bona fide Union activities such as: Cooperatives; Credit Unions; and Unemployment Compensation information.
- (f) Other notices concerning union affairs which are not political or controversial in nature.

1. The Union will promptly remove from such Union bulletin boards, upon the written request of Management, any material which is libelous, scurrilous, or detrimental to the labor-management relationship.

(g) The number, location and size of such bulletin boards in each bargaining unit under this Agreement shall be decided by the Local Management and the Shop Committee.

Management  date 12/1/15

Union  date 12/1/15