

ARTICLE XXVII

RELIEF TIME

Section 1. PERSONAL RELIEF TIME

Employees will be allotted six (6) minutes of relief time for every hour worked and a 30 minute lunch period. The teams will, by mutual agreement with the Local Union and Plant Management, allocate the relief before and after lunch to not more than two (2) periods before lunch and two (2) periods after lunch.

It is understood that relief, other than emergency relief, is not ordinarily provided during the first hour of the shift, and first half-hour after lunch, unless some other mutually satisfactory arrangement is agreed to within a given department by supervision and the committeeperson for that department.

It is Management's intent that employees who are on their regular established personal relief will be permitted to utilize this relief for their comfort such as, use of the restroom facilities, vending machines and telephones, and to sit down in appropriate areas. Provided that during their relief period, they do not interfere with plant operations or with other employees who are not on relief.

Section 2. RELIEF TIME-CERTAIN OPERATIONS

The relief time in automobile manufacturing plants on operations on which the employees' manual operations are continuous and which cannot be left unattended and for which the Corporation provides "tag" relief, and on certain other operations that the Corporation determines are likewise of such a nature as to give the employees no control over their work pace, shall be twenty-three (23) minutes before lunch and twenty-three (23) minutes after lunch on a regular eight (8) hour shift, making a total of forty-six (46) minutes. This will not affect relief allowance now in effect on certain specific operations due to environmental job conditions. The amount of such relief shall be modified accordingly for a shift other than a regular eight (8) hour shift. The Plant Management may, by mutual agreement with the Local Union, allocate the relief before and after lunch to not more than two (2) periods before lunch and two (2) periods after lunch.

Sufficient labor will be provided to enable employees to obtain the above relief taking into consideration that the first hour at the start of the shift and the first one-half hour after lunch are not ordinarily required for relief except in emergencies.

The parties have agreed to continue the following informal procedure to address complaints regarding this subject.



1. The complaint may be raised by the Chairperson of the Shop Committee directly with Human Resources.

2. If not resolved the Chairperson may refer the problem to a representative of the IPS Department of the International Union who may request a meeting with Human Resources to discuss the complaint and take appropriate action.

This letter and this informal procedure are not intended to prejudice the position of either Nexteer Automotive or the UAW.

Mr. L. G. Seaton's letter of December 15, 1967, provides for a "tag" relief on certain operations of the Corporation which meet criteria contained in that letter. Pursuant to Mr. Seaton's letter of December 15, 1967, when "tag" relief is initiated or changed to a non-tag relief operation, such changes will be reviewed with the committeeperson-at-large and district committeeperson in a timely manner.

Section 3. EMERGENCY RELIEF TIME: Statement of Policy dated September 12, 1968

Employees on operations which are provided with forty-six (46) minutes of tag relief normally make use of the water fountain during the forty-six (46) minutes of relief time away from their jobs and it is intended that such relief periods normally cover employee's personal needs. An employee may on occasion need a drink of water other than during their regular relief period. Emergency relief is provided at these plants to take care of such situations and, under this circumstance, the employee would be provided such extra relief. Supervision will designate those employees who will provide such relief and the employees will be told who they are.

The continuing nature of Management's Statement of Policy will be called to the attention of supervision and further noted that as a practical manner of operating (1) employees will be told who the emergency relief persons are and, (2) emergency relief should be provided by employees working in reasonable proximity to the employees who may require emergency relief.

Section 4. LOSS OF RELIEF TIME, EMPLOYEE-COMMITTEEPERSON DISCUSSION

Relief time lost due to discussions with a Union Representative will be made up immediately following the discussion, before returning to the job.

It is Management's policy to provide the agreed amount of relief time to employees. An employee who is engaged in conversation with their committeeperson, as the result of a committeeperson call, when their tag relief turn occurs will be instructed of that fact so that they can take their relief turn at that time if they desire. Employees who provide relief will be asked to cooperate by contacting employees engaged in conversation with the committeeperson under such circumstances and provide such notice.

As a general rule, employees on assembly lines and tag relief jobs will be relieved; the decision on other jobs as to whether an employee should be relieved for a discussion with the

committeeperson will depend upon a realistic and common-sense evaluation of the factors on the job. Management stated that discussion between the committeeperson and the employee relieved from the employee's job for such purpose should take place in the general area of the job with due consideration being given to the environmental factors which exist. Here, again, a rule of good judgment and common sense must prevail.


Section 5. RELIEF - MACHINE OPERATORS

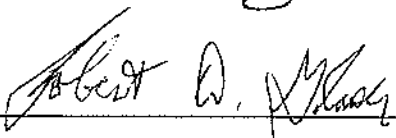
Management's Statement of Policy concerning "acceptable level of work" applies to all Machining operations. It is understood that operators will not shut off their machines while on personal relief and that they will inspect the parts run during this time before mixing with other parts. Operators will not be responsible for bad pieces run during relief time. The operators will be told that they may grind tools, but they will not be ordered to do so. In the event of changes in methods, processes, equipment, material and schedules which affect the job, NPS process will apply for resolution.

Section 6. Change in Shift Hours

Any change in the established shift hours or lunch period shall be first discussed with the Shop Committee as far in advance of any such change; however, if the length of an employee's established lunch period is extended on a temporary basis for a given day, the net amount of time by which the lunch period is so extended shall be considered as time worked for that day. Complaints of repeated violations of this paragraph, prior to being referred from the plant, the problem will be discussed between the Shop Committee, the Regional Servicing Representative, the Plant Manager and the Human Resources Representative.

The Corporation informed the Union that it would advise its Local Plant Management that the matter of a change in established shift hours or lunch periods will be discussed as far in advance with the Shop Committee. A record of that discussion which includes the position of the Local Union regarding the change will be published in the minutes of the second step meeting.

Management  date 12/1/15

Union  date 11-30-2015