

ARTICLE IV

UNION REPRESENTATION

Section 1: Chairperson

There shall be one (1) full time representative designated by the Union and compensated by the Company who will be the Chairperson of the Shop Committee and who will be assigned to the day shift. The Chairperson will be compensated for up to 12 hours per day Monday through Friday and up to 8 hours per day on weekends and holidays at the current rate of pay for the classification he/she held at the time he/she was elected Chairperson. The Chairperson shall be afforded access to all shifts as necessary and shall immediately notify the Company in writing as to his/her schedule.

Section 2: President

The Union shall select one of its members to serve as President. The President shall be afforded access to all shifts as necessary and shall immediately notify the Company in writing as to his/her schedule. The President's will be compensated for forty (40) hours per week at the current rate of pay for the classification he/she held at the time he/she was elected.

Section 3: Other Representation

The Union shall have one Shop Committee person designated to each plant, additionally there will be thirteen (13) districts designated to represent all employees of that plant on each of the shifts. The Union will designate an Apprentice Coordinator, Industrial Hygienist, Ergonomics Representative, Health and Safety Representative, and a Benefits Representative.

District Committee persons and appointed representatives will be compensated up to 40 hours per week at the current rate of pay for the classification he/she holds. On Saturdays they may be allowed to work up to 8 hours. On Sundays and Holidays one district committee person for every 200 employees working will be compensated up to 8 hours.

The Shop Committee will be allowed to work a maximum of 12 hours per day during the week and 8 hours on Saturday, Sunday and Holidays at the current rate of pay for the classification s/he holds.

The parties agree that when the employment rate varies by 500 employees for a continuous 6 month period, the need to redistrict will be evaluated.

Section 4: Prior to entering a department to fulfill his duties, a Committee person shall notify the supervisor of the area of his presence and purpose. As a general rule, employees will be relieved to meet with a Committee person in the department as business needs allow and will depend upon management's evaluation of the circumstances.

Section 5: The Chairperson, the President and Committee persons shall have seniority for their term of office in the event of shift preference, department reduction, or layoff as long as there is work for which they are qualified.

Section 6: The Union shall notify the Company in writing of the names of each Union Representative, as well as their respective roles. Additionally, the Union shall notify the Company in writing within ten (10) calendar days after any change is made to the identity and/or role of Union Representatives.

Section 7: The Union requested that a work center/s be furnished in each plant where designated Union representatives could meet internally regarding representation matters, prepare statements required by the Grievance Procedure Section of the Local Agreement, and keep files necessary to carry out their functions.

Nexteer Automotive agrees to provide a suitable work center for the internal use of designated Union representatives. The Union recognizes that the work center/s will be for the use of designated Union representatives for the purpose only of handling internal Union affairs required by the Local Agreement as they relate to the duties of their office. It is further understood that other employees may contact Union representatives in the work center/s during the non-work time of such employees.

The size and location of the work center/s should be consistent with the use for which it is intended and shall be determined by the local management after consultation with the Chairperson of the Shop Committee. The Union has been informed by the Company that each work center will include appropriate furnishings/material, ie, desk or tables, chairs, filing cabinets, in-plant telephone, etc....

The parties also agree to provide work centers for designated Union appointed representatives as outlined above in an area/s mutually agreed upon by the Company and the Bargaining Chairperson of the Union.

Section 8: The Company agrees to allow the Union Regional Director or his/her designee access to the Company's premises to conduct necessary business. The Union agrees to notify the Company at least twenty-four (24) hours of the scheduled visit and the area of the Company facility to be accessed. The Union agrees that such visit shall not disrupt the normal operation of the facility (including security and health and safety protocols). In emergency situations where advance notice is not practical, the Union Regional Director must first check in with the Company's Human Resources Department.

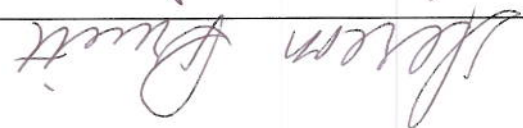

Section 9: The Parties agree it would be beneficial to allow adequate time for a controlled transition to the Union Representation provisions of the Agreement.

Accordingly, this confirms the parties' understanding that reductions in appointed personnel shall take effect within 120 days following ratification of the Agreement.

Section 10. Distribution of Union Literature

In the interest of traffic safety and relieving congestion at the parking lot gates, Management will permit the distribution of union literature in the parking lots immediately outside the access turnstiles. This permission is granted with the understanding that the union will be responsible for avoiding littering of company property and, further, that distribution of any literature which is libelous, scurrilous, or detrimental to the Labor-Management relationship will result in withdrawal of this privilege.

"Union representatives will be permitted to pass out bona fide union literature (not political election literature) inside the plant entrances."

Management		Date	12/9/15
Union		Date	12/9/15

