

## Nexteer Automotive

### **Prototype CMM Programming and Training Center**

#### **Prototype Dept 16-2**

### **Memorandum of Understanding**

UAW 699 and Nexteer Automotive share a common vision in the areas of prototype production and new program implementation. The goal, with respect to prototype parts or assemblies is to provide the highest quality possible while meeting our customer timing requirements. In terms of new program implementation, we strive to implement a Global Technical Resource & Training Center in the CMM Programming and Training Center. This resource would supply our plants both domestically and internationally with CMM programming and training.

### Classification

The CMM Programming and Training Center will be classified as follows:

Dept.16-2: TD7J

TD7J has the same wage and benefits as TD6J.

### Selection Method

The Prototype CMM Programming and Training Center requires a dedicated and knowledgeable staff to accomplish its goals. Employees that wish to be considered for an available position in this area may apply through the hourly employment office through National Agreement paragraph 63. They would be required to provide a resume to the Prototype CMM Programming and Training Center Supervisor at the time of their application. Applicants must understand and agree to a 2 year minimum commitment to work in this area.

## Posting

The job openings will be developed and posted in a location where it is accessible to all site employees. Interested employees may file an application. The posting and application process will be open for (5) regular working days. The posting will describe the job duties and criteria specific to the area.

## Selection Criteria

The records of candidates who apply for an opening in the Prototype CMM Programming and Training Center will be reviewed including attendance, infractions, and seniority similar to team leader selection process. The highest qualifying candidates will have first consideration for interviewing. The interview process will have the most impact in filling the open position.

### Desired Requirements:

Geometric Dimensioning and Tolerance

TD6J classification

CNC machine programming, set up, and operation

Understanding of machine tooling

Analytical trouble shooting

Good interpersonal skills and team involvement

Self-starter, able to work alone or with little direction

Positive, professional attitude

Customer focused individual

Results oriented

Understand / support that we are a Global resource for Nexteer and support both domestic and international customers.

## Labor Movement

In the event of a permanent layoff/reduction in force of greater than 90 days, those employees assigned to the TD7J classification will be returned to their TD6J classification and will be reduced and/or laid off according to their seniority.

Employees will be evaluated after one (1) year to determine their programming proficiency and a decision will be made jointly by UAW and Management to leave employee in Prototype CMM Programming and Training Center, assign to a plant or other area, or remove employee from the classification. Wherever possible, will notify the Shop Committeeperson (30) days prior, but in any event far enough in advance to discuss the evaluation of the employee before any action to remove the employee is taken. When Management contemplates the need to remove an employee from this classification (TD7J),

Employees may be removed from the Prototype CMM Programming and Training Center (TD7J) if they are unable to obtain proficiency within six months (probationary period) from entry into the department. Employees removed within the six month window will be returned to their previous job (plant, dept., classification) in which the employee was working immediately before entering the Prototype CMM Programming and Training Center. The six month period will be extended day for day for any Holidays or approved time off that fall within the time frame.

## Removal Criteria

Employees must be fully trained and proficient in order to equalize with other TD7J's. We agree that the Prototype CMM Programming and Training Center personnel will be put in a separate equalization, shift preference, and NIS group. (TD7J).

## Overtime

If no internal candidates meet the selection criteria, UAW and Management must mutually agree on a resolution.

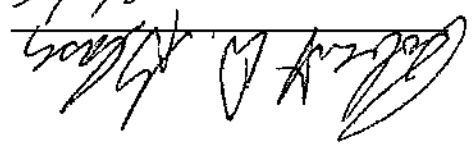
Labor movement in the CMM Programming and Training Center could jeopardize new programs and current customer requirements. Movement will be allowed only if the UAW and Management agree. Extensive training is required by the Prototype CMM Programming and Training Center operators both internally and at outside resources.

The following employees will be grandfathered into the TD7J classification due to the fact that they are currently operating in this function: Connie Root and Noel Gray.

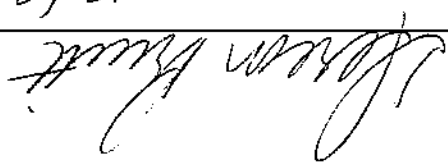
**Integrity of Agreement**

The parties recognize the desirability of maintaining the integrity of this agreement. Therefore, it is understood that no agreement, understanding or interpretation will be entered into which supersedes, conflict or modify any provisions of this agreement. Deviations from the above provisions can be made by mutual agreement between the Shop Committee Chairman and the Site Manager of Industrial Relations. At any time, through mutual agreement, the parties can remove this MOU.

UAW

  
12/9/15

Human Resources

  
12/9/15