

10/23/15 - table with 10 classes

2011 Journeyman - In-Training

Memorandum of Understanding

Rev. Date: 6/1/2011

Purpose

This memorandum of understanding is written in the spirit of continuous improvement and with the desire to place qualified individuals into open skilled trades positions on the Saginaw site. There are substantial investments being made in equipment and processes on this site that require a competent, proactive skilled trades workforce. The intent is to utilize the Journeyman in Training (JIT) status to further develop partially trained persons into highly skilled capable Journeypersons. The persons this document intends to address are as follows:

- Current non-skilled employees with previously granted Journeyman status from prior employment that do not fully align with current skilled trades classifications/needs on the Saginaw site (i.e. Journeyman Sheet-metal worker considered for Millwright/Welder position)
- Current non-skilled employees with newly issued UAW Journeyman status that have not had opportunity to work extensively on equipment on the site (i.e. UAW Machine Repair but no experience with industrial piping). These persons are not familiar with manufacturing processes which will need to be addressed through additional training.

Evaluation Process

In order to effectively evaluate the ability and skill level needed to be a highly skilled Journeyman takes time. To maximize opportunities for employees and the investment made in the skilled trades workforce, the following evaluation period is defined for the above mentioned persons:

- A full 180 day (6 month) evaluation period
 - Includes a written and verbal review at each 60 days for a total of 3 evaluations
 - At the end of the 3rd review a decision will be made to retain the person or return to previous unskilled position
 - This evaluation process will be administered jointly
- In order to facilitate a full 180 day evaluation period, all required Health and Safety training will be done prior to employee entering into the 180 day evaluation period
- Employees will be evaluated on health and safety behaviors/understanding, technical knowledge, troubleshooting, problem-solving, teamwork/cooperation, responsiveness and application of sound decision making and quality of repair work

Once a JTT person (T) is converted into journey person (J) status, said employee will equalize overtime as journey person in that group according to the low man concept as described in the Overtime Administration Guidelines. JTT employees will be the last persons asked for any discretionary overtime that could become available.

Overtime Administration

The curriculum classes will be developed and implemented locally to satisfy the skilled trades needs of the Saginaw Site. The curriculum will be reviewed with local parties before implementing.

All training will be developed and administered to qualified candidates after they have successfully completed the '180 day' evaluation period referenced previously in this document. It is expected that all candidates be willing and have the proper attitudes and commitment to this process. This willingness and proper attitude are critical to the success of this program. The need is evident for a knowledgeable, technical workforce but also a workforce that works together and shares knowledge for the betterment of the entire site.

1. Classroom instruction - both local community college developed and OEM developed sessions designed to increase candidates' knowledge and technical understanding

2. On-The-job training requirements – allows candidates to apply and demonstrate ability to apply classroom concepts to real life applications

The training plan will be made up of two components which both have to be successfully completed to satisfy the requirements of this program:

- Participation in this program will be mandatory for all newly converted JTT candidates
- Attendance will be mandatory for all newly converted participants
- Participants are expected to 'pass' all classes set up in specific curriculum for each trade

The intent is to have all newly converted skilled trades JTT candidates participate in the training program. The following criteria are set for allowing for proper skill attainment and good return on the investment in time, materials and resources:

Training Plan

- Once decision made after 180 days to retain said candidate, a training program will be developed and provided to the candidate to eliminate any noted deficiencies. This program will be developed and reviewed locally.
 - In addition, On-The-job (OTJ) training plans will be developed and administered locally.
- These activities will be discussed and defined locally for consistent process administration and to ensure a fair and equitable process for all persons considered.

Job Classification and Wage Consideration

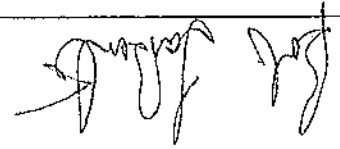
These candidates will be placed in a separate NIS/work group within the skilled trades' job classification (i.e. Millwright/Welders separate from Millwright/Welders Journeypersons). Any overtime offered will be equalized within this separate JTT NIS group until candidates successfully complete the 180 day evaluation period. JTT program participants will not be eligible to bump nor to be bumped until they successfully complete the 180 evaluation period and are retained in the skilled trades classification. These new candidates will be classified as JTT's (Journeypersons-In-Training) using the following classifications:

- Electrician(JIT)
- Machine Repair(JIT)
- Millwright/Welder(JIT)
- Tool & Diemaker(JIT)
- Garage Mechanic(JIT)
- Powerhouse(JIT)
- EE4T
- MR4T
- WD4T
- TD6T
- GM2T
- PH2T

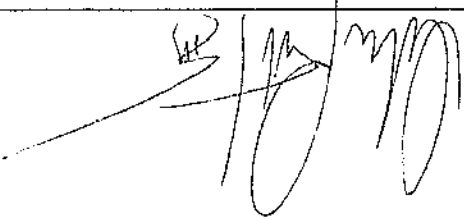
Management reserves the right to reasonably place JTT candidates into job assignments that give exposure to job tasks that maximize the candidates training effectiveness within the candidate's specific trade classification.

Candidates are required to complete this JTT program for their specific trade as agreed to before being granted full journeyperson status.

Once a candidate enters into the Skilled Trades JTT program, he or she will receive the Skilled II wage. Once the candidate successfully completes the JTT training program, he or she will continue to receive the Skilled II wage as a skilled journeyperson. If a candidate does not successfully complete the 180 day evaluation period, the employee will return to their previous job classification and return to the wage rate the previous production classification mandates per contractual language.



UAW Representative



Nexteer Management Representative

