

## Nexteer Automotive

### Manufacturing Development Labs (MDL)

December 1, 2015 Renewed

### 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 robust manufacturing processes while being cognizant of value and key customer delivery dates. There is no question the Manufacturing Development Labs, Department 3-26-5 (M&D Lab / Plastic Lab / Induction Lab / Trades) , significantly impacts both of these efforts by providing:

- In-House ability to process prototype parts for potential and new product programs.
- Supply induction heat treat, welding, laser and plastic injection molding services to the prototype factory.
- Provide rapid feedback to Product Engineering.
- Evaluate feasibility of new product designs.
- In-House ability to develop manufacturing processes.
- Develop induction heat treat, welding, laser and plastic injection techniques and tooling or production equipment and tooling.

The induction and welding process lab associated with the MDL is currently located adjacent to Plant 3. The Plastic lab is currently located in the Manufacturing Development Center, attached to Plant 4.

To achieve these goals, increase our competitive position in the marketplace and enhance job security for UAW-represented employees, we enter this Memorandum of Understanding to establish the method for selecting UAW-represented employees to work the Manufacturing Development Labs.

## Classification

The following classifications are utilized in the Process Labs:

- Industrial Repair Technician – RM09
- Skilled trades necessary for operation

## Manufacturing Development Lab Selection Method

The Manufacturing Development Labs needs a dedicated and knowledgeable staff to accomplish its mission. Therefore, employees who wish to be considered for available positions in the Manufacturing Development Lab may apply for an opening through the hourly employment office. They will be required to provide a resume to the Manufacturing Development Lab Supervisor at the time of their application. All applicants must understand there is a two year minimum commitment to work in this position.

### 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 five (5) regular working days. The posting will describe the job duties which are specific to the Manufacturing Development Lab.

### Selection Criteria:

The records of candidates who apply for openings in the Manufacturing Development Lab positions will be reviewed.

### Selection Process points:

Attendance	Total Attendance Points	0-3	4-6	7-9	10-12	12+	Maximum points = 20
		20 points	15 points	10 points	5 points	0 points	
<b>Infractions</b>	<b>Written Infraction Notices</b>	0	1	2	3+		
		20 points	10 points	5 points	0 points		

Employees may be removed from the Manufacturing Development Lab Technician RM09 position if they are unable to obtain proficiency within 90 days from entry in the department. Employees removed within the 90 day window will be returned to the plant, department and classification in which the employee was working in immediately before entering the Manufacturing Development Lab. The 90 day period will be extended day for day for any Holidays or approved time off that fall within the time frame.

**Removal Criteria:**

We agree that the Manufacturing Development Lab personnel will be put into separate equalization, and shift preference group, per their respective plant and department.

**Overtime:**

The appropriate management personnel will review the resumes of the candidates and select the highest qualified candidates from this pool.

- Demonstrated computer skills
- E-mail capabilities
- High level of motivation and initiative
- Ability to work well with others
- Excellent written and oral skills
- Leadership abilities
- Analytical abilities
- Detail oriented
- Comfort and ability to work with numbers
- Positive, professional attitude-customer focused

Candidates who meet the above criteria and are also found to be the highest qualifying candidates based on the necessary skills found below will have first consideration for interviewing for the open Technician position(s) in the Manufacturing Development Lab. The interview process will be the most heavily weighted of the selection process. If two applicants are equal, seniority will be the determining factor in the final selection.

**Maximum points = 30**

0-5	15 points
6-10	20 points
11-15	25 points
16-20	27 points
20+	30 points

**Maximum points = 20**

**Seniority**                      **Years of Service**

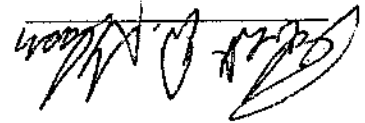
All records will be maintained and Management will evaluate each probationary employee at least once every thirty (30) days. This will be done for either satisfactory or unsatisfactory progress discussions. When Management contemplates the need to remove an employee from the above classification, wherever possible, they will notify the Shop Committeeperson thirty (30) days prior, but in any event far enough in advance to discuss the evaluation of said employee before any action to remove the employee is taken. Additionally, Management will provide the Shop Committeeperson with the employee training matrix.

### Seniority

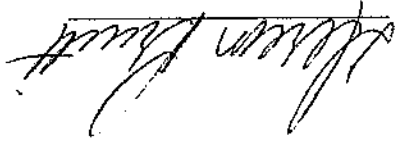
Production employees within the manufacturing Development Lab will establish full Manufacturing Development Lab seniority after one (1) year in the Manufacturing Development Lab.

### 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.

  
12/9/2015

UAW

  
Human Resources

12/9/15