
2012 AGREEMENT
BY and BETWEEN

TRW Automotive U.S. LLC
LAFAYETTE PLANT

and

INTERNATIONAL UNION, UNITED AUTOMOBILE,
AEROSPACE and AGRICULTURAL
IMPLEMENT WORKERS of AMERICA (UAW)

and its

LOCAL 531

2012-2017

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JOINT MISSION STATEMENT

This Agreement, including the Skilled Trades Procedure, made this 9th day of March, 2012 between TRW Automotive U.S. LLC, Lafayette IN. Plant, located at 800 Heath Street, Lafayette, Indiana (hereinafter referred to as the Company, and the International Union of United Automobile Aerospace and Agriculture Implement Workers of America (UAW), and its Local 531, as certified by the National Labor Relations Board in Case No.13-R-2094, both affiliated with the Congress of Industrial Organizations (hereinafter referred to as the Union), through their duly authorized representatives, the Parties hereto agree as follows:

Our joint mission is to compete profitably in the commercial and truck global steering market. The economic health of our Company and thus the security and well-being of us all depends on the success of our shared commitment to prepare for the future and to compete in a free market economy. We at TRW Automotive, Lafayette IN. Plant have recognized the need for a new approach in union/management relations and a more effective use of all of our human resources through employee involvement. Through this recognition we agree that there is a necessity to develop a strong cooperative problem-solving relationship between Management and the Union. The understanding of this philosophy of cooperation offers an opportunity to forge a new relationship and demonstrate that a competitive world class steering product can be made in the United States with a represented workforce exceeding customer expectations.

Through this commitment, Management and the Union have agreed to use the team philosophy throughout the Lafayette Plant. With this philosophy, we will work together to achieve common goals, customer satisfaction and profitability.

The Company and the Union encourage and promote the following:

- A clear understanding of the team concept.
- Respecting the rights of others.
- Participating in the setting of team goals and achievement.
- Participating in team meetings and actively contributing through communication.
- Participating in team problem-solving while utilizing lean production principles.
- Working within reasonable company guidelines and philosophy.
- Striving to make your company more efficient.
- Assisting your company in meeting production goals and schedules.
- Achieving quality goals and improving quality standards.
- Improving skills and sharing knowledge.
- Participating in required training programs.
- Promoting good housekeeping and maintaining a safe work place.
- Helping to implement and adhere to TS16949 requirements.
- Developing teams to accept greater responsibility and ownership in the areas of Quality, Safety, Housekeeping, Scheduling, Information, etc.

ARTICLE I - RECOGNITION

Section A. Unit

101

The Company recognizes the Union as the exclusive bargaining agent for all its production and maintenance employees at this plant located at 800 Heath Street, Lafayette, Indiana (excluding plant protection employees, salaried employees, office clerical employees, main office janitor, assistant supervisors and all the other supervisory employees with authority to hire, promote, discharge, discipline or otherwise effect changes in the status of employees, or effectively recommend such action), for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment.

102

In the event the Company establishes any new plants, replacement plants or additional plants during the term of this Agreement at any location within Tippecanoe County, the provisions of this Agreement shall apply to such plants and in such event all rights of the Union, employees and the Company provided in this Agreement, shall be applicable to such new, replacement or additional plants except to the extent the Company and the Union may otherwise agree. The Company agrees that the existing seniority lists for the production unit and skilled trades unit will apply to such new plants, replacement plants or additional plants if any is established during the life of this Agreement.

Section B. No Discrimination

103

Both Management and UAW Local 531 are firmly committed to the principles of Equal Employment Opportunity. All personnel activities such as hiring, training, upgrading, promotion, transfer, layoff, termination and rate of pay will be conducted without regard to race, color, religion, sex, national origin, status as a disabled or Vietnam era veteran, or a disability as defined in the American Disabilities Act of 1992. The male pronoun as used in this Agreement shall be construed to refer to both sexes.

Section C. Management Functions

104

The parties recognize and agree that the management and operation of the Company's plant, including the assignment of work, the scheduling of work, the grouping of machines and the control and regulation of the use of all equipment and other property of the Company, and the making, in connection with the operation of the Company's plant, of such rules relating to operations as are deemed advisable and the direction of the working forces, including the right to employ, hire, suspend, discharge for proper cause, and the right to lay off or relieve employees from duty because of lack of work or for any legitimate reason, are vested exclusively in the Company; provided that the exercise of the functions of management, including those herein specifically enumerated, will not be used for the purpose of discrimination against any members of the Union and are subject to the seniority and other specific provisions of this Agreement; and provided, further, that decisions, under the provisions of this Section, which conflict with any of the terms of this Agreement, or the fairness of rules and or the severity of penalties imposed in the administration of the rules, shall be subject to the Resolution Process established herein.

Section D. Union Security

105

As a condition of employment, all employees with seniority covered by this Agreement shall be considered members in good standing of the Union. After the effective date of this Agreement, and completion of their probationary period, all employees shall become and remain members in good standing of the Union. The Company will, within three (3) working days after receipt of notice from the Union, discharge any employee who is not in good standing in the Union because of failure to tender periodic dues and initiation fees uniformly required as a condition of employment.

ARTICLE II - REPRESENTATION / BILL of PRIVILEGES

Section A. Union Representation

The employees shall be represented by Shop Stewards and a Bargaining Committee, including the president, vice president, and recording secretary of the Union, elected in any manner determined by the members of the Union provided that such Bargaining Committee shall not consist of more than eight (8) members with one of the eight (8) members of the Bargaining Committee being an employee working in a Skilled Trades classification. The Shop Stewards and members of the Bargaining Committee shall be the employees of the Company as defined in this Agreement.

Upon ratification of the 2012 Collective Bargaining Agreement pay for Committeemen and Stewards will not exceed 224 hours per month. Union time will be increased 17 hours per month for each 50 employees over a base of 180 employees. If during the term of this contract, bargaining unit employment drops below 300, one (1) committee member will be removed. Further, if employment drops below 250 another one (1) committee member will be removed. Thirty (30) hours per month of additional Union time will be paid for by the Company, for the Bargaining Committee member designated by the Union as its time study representative for use in the investigation and presentation of disputes involving time studies discussed within resolution process.

Time spent by the Union on the following functions will not be counted against the hours allotted above:

1. Joint time study
2. Regular third step Resolution Process meetings
3. Special third step Resolution Process meetings on discharge and discipline cases
4. Any special meeting called by a member of Management other than on matters pertaining to discipline and discharge cases mentioned above
5. Meetings for new agreements
6. Meetings to develop terms covering Negotiation Ground rules

Section B. Roles/Responsibilities of Committeemen and Stewards

204

Section B1, Committeemen

The Company will pay for time spent by each member of the Bargaining Committee during his regular shift in the investigation of disputes and in attendance at meetings arranged for the negotiation of new agreements and amendments to existing agreements, or in meetings held pursuant to Step 2 and 3 of the Resolution Process. If they are first shift employees, they are to be paid from the time they are excused from work to the end of the meeting. In the event a night shift committeeman is called in by the Company to attend a regular third step meeting or a special meeting called by the Company, he will be paid for the time of the meeting plus the regular hours he works on his shift. On the date such meeting is held, a regular night shift Committeeman shall be excused from work when desired on his shift or excused an amount of time equal to the time he spent in such meeting with the Company.

205

Section B2, Stewards

The Company will pay for time spent by Shop Stewards in the investigation, presentation and adjustment of disputes according to the Resolution Process. It is understood that Stewards will operate only within their own zone.

Section B3, General Information

206

a) The Company agrees to the transfer of newly elected members of the Bargaining Committee from one shift to another if necessary provided the replacement on his job has been transferred to his job and has been properly trained.

207

b) The Union agrees that it will furnish the Company with a list of Shop Stewards and members of the Bargaining Committee. This list will indicate the particular departments represented by each Steward and Committeeman.

208

c) Any of the above hourly limits will be adjusted downward whenever the plant is shut down for seven (7) consecutive days or if the Union official mentioned above is on leave of absence for any reason including sickness for seven (7) consecutive days. The adjustment will be for each seven (7) consecutive day period as follows: President of the Union, ten (10) hours; Chairman of the Bargaining Committee, fourteen (14) hours; Night Shift Committeeman, six (6) hours; Regular Committeemen, five (5) hours; Stewards, three (3) hours.

209

d) The Company's obligation to pay Committee members for attendance at 3rd Step meetings shall be from the time excused until the meeting ends. The Company and Union shall meet as necessary which means as scheduled for disciplinary disputes by mutual agreement and for non-disciplinary disputes when the number of disputes reaches 3 or no longer than one month from the date of the last meeting if less than 3 disputes. Thirty minute caucus time will be provided for each 3rd Step meeting. Meetings to negotiate new agreements or amend existing agreements will be for the regular shift. 2nd Step meetings will follow the same procedure but they are nonexempt time.

e) The Company agrees that it will furnish the Union with copies of all approved pay authorizations, status changes, and job postings relevant to the proper representation of the members of UAW Local 531.

210

Section C. Activities of Stewards and Committeemen

Members of the Bargaining Committee and Stewards who desire to leave their work on Union business shall not do so without doing the following actions:

211

1. Give notice to their respective supervisor or his designated representative.
2. Record on the regular daily time sheet when leaving work for Union activity. Upon return to their regular work, record this on their regular daily time sheet to show such Union activity is completed.
3. If a Committeeman or Steward goes to another department of the plant, he shall also report to the supervisor of that department.

212

If the Union activity is to be considered as exempt from the limitations and provisions of Article II, Section A, the Steward or member of the Bargaining Committee shall so indicate on the daily time sheet. Such exempt time must have prior approval by an authorized member of Management.

Section D. Plant Admission Union Officials

The Bargaining Committee, as well as the Financial Secretary of UAW Local 531 are to be admitted to the plant outside their regular working hours under the following procedure, and in all cases they should state the nature of their business.

213

They shall contact the guard at the main gate requesting permission through the guard from the Human Resources Manager/Supervisor, Manufacturing Manager or Night Superintendent, whichever might be present.

214

If the plant is not operating or is operating with a limited force on overtime and the guard cannot secure permission from any of these above, he will grant such permission himself.

215

Section E. Union Bulletin Boards

216

The company will erect bulletin boards to be used by the Union for posting notices. The location and number of such bulletin boards will be by mutual agreement by the company and the union. Notices to be posted shall be restricted to:

- notices of recreational and social affairs
- notices of Union elections and the results
- notices of Union appointments
- notices of Union meetings

217

Other notices pertaining to matters not provided for above may be posted only after they have been approved by Human Resources. All notices posted on Union bulletin boards shall be signed by an authorized representative of the Union. It is further agreed that the posting or distribution of bulletins on Company property except through the proper use of bulletin boards as herein agreed upon will be considered a violation of Company rules. It is also further agreed that the dissemination of written or printed matter during Company time will be considered a violation of Company rules.

Section F. Resolution Process

218

The purpose of this process is to resolve a dispute between the Company and the Union involving working conditions or the interpretation and application of any particular provision of this Agreement to a particular employee or group of employees.

219

The parties recognize the purpose and intent in this process is to always solve matters at the earliest possible step. As such the parties agree to meet and discuss solving disputes prior to exercising the outlined process. The parties further agree that throughout the process both parties must attempt to investigate, discuss, and seek out alternatives to solving the difference at all times.

220

1ST STEP

Any dispute that falls within the scope of this process shall be verbally discussed with the immediate supervisor. The supervisor is to give an answer to the dispute before the end of the second (2nd) full working day following the verbal discussion. Further, no answer or adjustment can be inconsistent with the terms of this Agreement or considered precedent setting.

2ND STEP

221

If the dispute is not settled in Step 1, it will be presented in written form to the Human Resources Supervisor by the Chairman of the Bargaining Committee. They will arrange a meeting within three (3) working days following such receipt, unless a longer time is mutually agreed upon. At the 2nd step meeting, the union's interest will be represented by the President, Chairman of the Bargaining Committee, and area committeemen or their designated alternates.

222

The Human Resources Supervisor will issue an answer to the dispute as soon as possible, but not later than the end of the (3rd) working day following such meeting. The answer will be presented to the President of the Union for written acceptance or rejection, and such acceptance or rejection must be returned to the Human Resources Supervisor by the end of the next working day after the answer was given to the President of the Union unless a longer time is mutually agreed on.

223

If the 2nd step answer is rejected, the reasons thereof shall be stated in writing by an authorized representative of the Union.

224

3RD STEP

If the dispute is not settled in Step 2, it shall be considered at a meeting between the Bargaining Committee and the Company's Plant Manager or designated representatives.

225

In the event the Bargaining Committee wishes to call an International Representative to assist them in negotiations with the Plant Manager or his designated representatives, they may do so, but in such event the Company's labor relations attorney is to be present at such meeting if desired by the Company.

226

4TH STEP

If the dispute is not satisfactorily adjusted within five (5) full working days after the meeting with the Plant Manager or his representative provided in the preceding steps, it may be submitted by the Union to an impartial arbitrator for final and binding decision under the provisions of the American Arbitration Association.

227

The Arbitrator shall be empowered to hear, investigate, and decide any differences between parties concerning the interpretation or application of the provisions of this agreement. The Arbitrator shall have no power or authority to rule on or decide any matter which is not covered by the express provisions of this Agreement or which is left to the responsibility or discretion of the Company. The Arbitrator shall have no power to: add to, subtract from, or otherwise modify any of the provisions of the Collective Bargaining Agreement, nor establish or modify any wage and/or benefit. If the Arbitrator renders an award involving back pay, such award can only be retroactive to the date of the initial written filing within the Resolution Process.

228 The Industrial Arbitration Tribunal of the American Arbitration Association, which shall furnish each party identical lists of persons eligible to serve as arbitrators. If, within ten (10) days after receipt of the list, no arbitrator is selected pursuant to the rules of the Association, the Association shall name such an arbitrator. Each of the two parties (the Company and the Union) shall bear its own expense in connection with the arbitration and the fee and expense of the arbitrator shall be borne equally by the Company and the Union.

229 Except in disciplinary cases, it is agreed that up to three (3) disputes may be grouped for arbitration so long as there is no continuing liability incurred.

230 Within thirty (30) days after the Company has given the Union its written answer, the dispute may be withdrawn in writing by the Union without prejudice. In the event that during the thirty (30) day period the Union requests that a dispute be held to provide an opportunity for consultation with their International Representative, then the thirty (30) day period shall be extended to thirty (30) days from the date of such request. A notation will be made by the parties on the resolution process form indicating the date upon which such a consultation request is made.

231 If it is neither withdrawn nor submitted to arbitration within such thirty (30) day period, the dispute shall be considered settled on the basis of the Company's Step 3 answer. If the dispute is withdrawn by the Union within the thirty (30) day period referred to above, the Union shall have the right to submit a written notice informing the Company that the dispute has been reinstated and the Union requests that the dispute be pursuant to the 4th step, with the understanding that the Company shall have no liability as to the period during which the dispute was withdrawn and not reinstated. Such notice must be received by the company within ninety (90) days after the dispute is withdrawn.

Section G. Probationary Employees Represented

232 The Union may represent any probationary employee in the matter of any dispute, excepting that matters pertaining to the disciplining, suspension, or discharge of a probationary employee during the probationary period are solely at the discretion of the Company and not subject to the provisions of the Resolution Process except where it is claimed that such discipline, suspension or discharge is on account of membership in the Union.

Section H. Suspension and Discharge Cases

233 In the event that an employee is suspended for misconduct or is discharged and feels that an injustice has been done him, he may immediately, through his steward or a member of the Bargaining Committee, process the dispute to the 3rd step provided above.

234 The President or the Bargaining Chairman of the Local Union and area committeeman must be present at all meetings in the Human Resources office involving an employee against whom disciplinary action is being taken; provided, however, that in the event the President or the Bargaining Chairman of the Union is not at work in the plant at the time of such conference, his place will be taken by another member of the Bargaining Committee who is at work in the plant at the time of such conference.

If an employee fails to be present at a meeting scheduled for the purpose of his discharge, the Company shall not be required, if the discharge is appealed and found to be unjust, to reimburse the employee for the time lost during the period of such postponement. 235

If a discharge or suspension is determined to be unjust, the Company shall reinstate the discharged or suspended employee with pay for the time lost since the date of his discharge or by reason of his suspension, less any monies earned by said employee at other occupations during the time lost. 236

Whenever an employee is discharged and the discharge is under appeal through the Resolution Process as outlined in the Agreement, such employee will have the option to continue his Group Insurance Program by payment of the actual monthly premiums for each separate insurance coverage and to remit same to the Company on or before the 25th of the previous month for the covered month. Should the appeal of the discharged employee be reinstated in the Bargaining Unit and it is determined that the initial action to discharge was without just cause, then such monthly premiums paid by the discharged employee shall be refunded. 237

In the case a dispute is filed under this Section, a meeting provided in Step 3, Section A, of the Article above, shall be held within five (5) working days of the date the dispute was filed unless the Company and the Union mutually agree to a postponement of such meeting. 238

A suspended or discharged employee will be allowed entry to the Human Resources office with permission to contact his Union representative. Permission will be granted for the employee and the Union representative to leave the Human Resources office and meet privately on company property. 239

Section I. No Suspension of Work

Should a difference arise between the Company and employee or employees of the Company as to the meaning or application of any of the provisions of this Agreement, or should any local trouble of any kind arise in the plant, an honest effort to settle such differences will be made by both the Company and the Union. During the life of this Agreement, the Union will not cause or permit the employees represented by it to cause, nor will any such employee take part in, any strike, slowdown, work stoppage, or any other interference with the Company's work. The Company will not cause or sanction a lockout. 240

Section J. Limitation on Presentation and Appeal Within the Resolution Process

J1. Non-Disciplinary Dispute

Any dispute other than a disciplinary suspension or discharge not presented in accordance with the resolution process by the end of the fifteenth (15th) working day (excluding vacation, inventory, jury duty, bereavement, and holidays) following the day on which the employee would have reasonably first had knowledge of the alleged violation shall not be entitled to consideration. Any dispute not appealed from a decision at one step of this procedure to the next step within five (5) working days of such decision shall be considered settled on the basis of the last decision and not subject to further appeal.

241

J2. Disciplinary Dispute

A dispute of a disciplinary suspension and/or discharge shall not be considered if not filed at the 3rd step of the Resolution Process within five (5) working days from the date such employee is informed of his discharge and/or suspension.

242

J3. Time Limit Extensions

Extension of such appeal from one step of the Resolution Process to another may be granted by mutual agreement between the Company and the Union.

243

Section K. Retroactivity Resulting from this Resolution Process

Awards or settlements of disputes shall in no case be made retroactive to a date prior to the date on which the dispute was presented in written form, except as provided in Section H of Article II (Suspension and Discharge Cases) of this Agreement and "except" where an error has been made by the Payroll Department or the Human Resources Department in respect to an employee's rate of pay; in no event shall any award or settlement be made retroactive to a date more than three (3) years prior to the date of the award or settlement.

244

On production standard disputes where an employee who was disqualified due to an incorrect standard, the employee will be reinstated with back pay, if due, and a clear record.

245

Section L. Safety and Sanitation

246

The Company agrees to continue to furnish healthful working conditions at all times and to provide adequate devices with regard to safety and sanitation. Whatever machinery and equipment the Company furnishes shall meet or exceed required legal standards of safety and sanitation when appropriate. The Company agrees to employ an outside service, to be utilized at the North Plant to clean restrooms, break rooms, offices in the manufacturing area, etc. If there are any reductions out of Department 3900 that result in a reduction in workforce, the company will discontinue the use of the outside service until all employees are recalled.

247

The Company will establish a safety committee. The Collective Bargaining Unit's interest will be represented on the safety committee by Zone Housekeeping/Safety Coordinators as well as a member of the Union Bargaining Committee. As a guideline the safety committee zones will attempt, if possible, to correspond to the established steward zones to cover all shifts. These employees will receive additional training in the area of hazardous waste handling and communications. The assignment will be for one year provided that the committee member remains in the same zone. In the event a committee member does not remain in the same zone, the affected committee member will be replaced by another employee within the vacated zone for a new term assignment of one (1) year. Results of health and safety tests will be shared with employees in accordance with OSHA and IOSHA standards.

Section M. Union Payroll Deductions

248

The Company will continue offering to all retirees a \$2.00 per month check off as well as offer to all employees on active payroll a check off for C.A.P. (Community Action Program). Both of the check offs referenced in this paragraph are offered solely on a voluntary basis. On a monthly basis, a check will be sent to the Local Union from the collection.

249

Employees who have filed authorizations, who are recalled after layoff, will have dues for the month in which they are recalled deducted from their wages in the current month. All dues deducted in accordance with the provisions of this Section shall be remitted not later than the 15th day of the next month by the Company to the appropriate officer of the Union, designated by it in writing. This authorization shall continue in effect unless revoked in writing.

ARTICLE III - SENIORITY

Section A. Definition

Seniority shall mean the length of continuous employment of an employee by the Company in other than a classification within the Skilled Trades group. Seniority shall begin to accumulate on the employee's date of hire. If application of the preceding results in two (2) or more employees with the same date of hire, seniority shall be determined by a drawing conducted during the first day of employment with the affected employees present.

301

Skilled Trades seniority is governed and applied as outlined by Skilled Trades Supplement to this Agreement, Article X.

302

Section B. Probationary

New employees shall be regarded as probationary employees for the first sixty (60) calendar days of their employment. After sixty (60) calendar days of employment, they shall be considered as regular employees with seniority as of their date of hire. Seniority provisions of this Agreement shall apply to regular employees only with the exception of job bidding. Employees will be restricted from bidding for the first twelve (12) months upon date of hire. All benefits will commence as outlined in Attachment 9. Time off on an approved leave will not count as time worked in calculating the sixty (60) day period. The Company may extend the probationary period by thirty (30) days with notification to the Union. Probationary extensions will not be unreasonably granted.

303

Section C. Layoffs

The Company will give forty-eight (48) hours notice of layoffs caused by reduction in production schedules. Once the voluntary lay-off procedure is exhausted, probationary employees shall be laid off first. Should the reduction of force be such that the layoff of regular employees becomes necessary, the regular employee with the least seniority shall be laid off first. Employees who receive notice of layoff shall not be entitled to job bids or displacement rights for the seven (7) consecutive days ending with the last day worked prior to their layoff. Healthcare benefits for laid off employees will continue until the end of the month of the effective layoff plus one (1) month. Any employee on voluntary layoff status shall have all healthcare benefits for the term of such status or three (3) months, whichever is less.

304

Any employee who receives a layoff notice while working on a regular job for which he is only partially capable or qualified may be assigned to the Labor Pool. He will be paid the appropriate rate for the job he is assigned. If such employee exercises displacement rights on the same regular job held when he received such layoff notice, he shall be entitled to any regular training period.

305

The seniority provisions of this article shall not be applicable to a temporary layoff not to exceed one (1) full working day if the lack of prevention of work resulted from a power failure, fire, tornado, air failure, water failure, gas failure or restriction, or civil disturbance. During such temporary emergency layoff, the company will utilize local radio and television for the purpose of announcing the work schedule. Plant security will have the work schedule available for those employees calling in and such calls will be recorded. Other conditions of a like nature will be discussed by the parties before applying this provision. The temporary layoff as referred to in this provision may be extended beyond one (1) full working day only by the mutual agreement of both the Management and the Union.

Voluntary Layoff

When the company chooses to offer a voluntary layoff the provisions below will be followed:

- a) In the event there is a lack of work which will result in a layoff of more than five (5) days but not more than six (6) months, a seniority employee will have the option of exercising his/her seniority and electing to go on layoff for the duration of the lack of work or for a period of up to three (3) months.
- b) It is understood that the Company may deny a request for Voluntary Layoff, or recall an individual on Voluntary Layoff, if the skills of the individual are needed by the Company or in lieu of being required to train other employees.
- c) All employees on Voluntary Layoff will be recalled prior to hiring new employees. Employees on Voluntary Layoff will be entitled to the same benefits (with the exception of vacation pay-out) that they would be eligible for under a normal layoff.
- d) It is understood that an employee on Voluntary Layoff will not be permitted to return to work to be replaced on layoff by another employee within three (3) months from the commencement of his/her layoff, except as determined by the Company
- e) In cases where the layoff period is defined from the onset, if the length of that period is subsequently extended to a later date, higher seniority employees who are on Voluntary Layoff will be given the option to return to work and be replaced on layoff by the junior employee or remain on layoff for the duration of the extended period.
- f) In cases of indefinite layoff (a layoff consisting of more than six (6) months), higher seniority employees will be given the option to return to work after the agreed to layoff period.

- g) Nothing in this provision shall preclude the Company from recalling the employees prior to the expiration of the definite layoff period. If less than all the employees are to be recalled the most senior employees on Voluntary Layoff will have the option of returning to work or remaining on such Voluntary Layoff status. If all employees are to be recalled procedures contained in Section E. Notification with at least one (1) week notice.
- h) An employee returning from Voluntary Layoff will return to his/her previous held position. When the employee returns the job occupant will be provided a bump card for use.

Section D. Recalls

When recalling employees from layoff status, they shall be called back to work in the reverse order in which they were laid off.

308

Recalled employees will have no claim back rights to jobs they held prior to their layoff. Upon recall, an employee will be given a job bid for unrestricted use after returning to work six (6) continuous months. In the event a position the employee has previously held is posted for bid the employee will be allowed the immediate use of a job bid in an attempt to secure this position. If an employee has been laid off for less than 90 calendar days, such employee will be given one (1) job bid; however, the employee will be restricted from bidding for the first thirty (30) calendar days from the date he returns to work.

309

Recalled employees will have use of up to 5 days of unpaid time off which was previously paid vacation hours that had been accrued prior to layoff, providing that the vacation year that the accrual occurred in has passed. In the event that an employee is recalled prior to the end of vacation accrual year in which the lay off occurred, they will accrue vacation hours for the remainder of said year and will have use of both paid and previously paid vacation hours. Employees that have not completed one (1) year service time of layoff will have use of vacation, providing that the employee is recalled prior to or during the vacation year that the accrual is for.

310

The Company and the Union recognize that giving reasonable notice to another employer may, where mutually agreed by the Company and the Union, be satisfactory reason for failure to return to work within three (3) days if the employee contacts the Human Resources Department and receives excuse within the three (3) day period. In the event the employee requires time to give reasonable notice to another employer, the Company shall grant such employee a maximum of two (2) weeks after receipt of such notice and he shall then be required to report for work within three (3) days thereafter.

311

Section E. Notifications

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The Company may use registered mail in calling employees back to work after layoff. In an emergency, the Company may notify some or all employees to return to work by telephone or in person. When this is done, a record of the time and manner of notification will be made; however, if the Company finds it necessary to recall two or more employees at the same time, it will notify such employees on the same date and all such employees who comply with the provisions of this Section shall retain their place on the seniority list, regardless of the order in which they return to work.

313

It shall be the responsibility of each employee to notify the Human Resources office in writing of any change in his address or telephone number and failure to do so shall in no way obligate the Company to pay retroactively in the event such failure caused delay in recalling the employee in proper line of seniority.

Section F. Union Officer's Seniority

314

The President of the Local Union and the members of the Bargaining Committee shall have top seniority. Upon the expiration of their term of office, they shall be returned to their original standing on the seniority roster. Shop Stewards, likewise, shall have top seniority in their respective departments or units but shall be returned to their original standing on the seniority list upon termination of their service as Stewards. Top seniority shall be used for purpose of layoffs, and recall from layoffs only, and not to secure advancement over employees with greater length of service.

315

In the event a Committeeman or Steward is in a job classification which has more than one employee in the same classification and it becomes necessary to eliminate one of such jobs, the Committeeman or Steward shall have top seniority for the purpose of such job elimination. The Committeeman and Steward shall also have top seniority in the event another employee seeks to displace the Committeeman or Steward from his job. The above provision does not apply to any appointed Committeeman or Steward.

316

For the purpose of determining who has top seniority among officers of the Local Union, Committeemen, and Stewards, the following order is set forth: President, or in his absence his designated representative, or Vice President; Chairman of the Bargaining Committee; Recording Secretary; Committeemen and; Stewards in their respective areas.

Section G. Transfers to and from Supervision

317

When an employee is transferred to supervision or other job outside of the Bargaining Unit represented by the Union, his seniority acquired in the Bargaining Unit shall cease to accumulate as of the date of his transfer.

Any Bargaining Unit employee transferred to supervision will forfeit his Bargaining Unit seniority. This shall not preclude him from being rehired in the Bargaining Unit; however, at no time does the employee have an automatic right to return to the Bargaining Unit. His status upon return to the Bargaining Unit would place him in the labor pool with the right of one job bid available to him one (1) year after his hiring date. The employee's new seniority date shall be applied to competitive seniority only.

319

The Company will notify the Union of all transfers to and from Supervision.

Section H. Loss of Seniority

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Seniority shall terminate for the following reasons:

321

1. Voluntarily quit

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2. Discharged for cause

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3. Failure to report for work within three (3) days after notification from recall or expiration of the period leave of absence granted by the Company unless reasons satisfactory to the Human Resources Department and the Union are given.

324

4. Absence for three (3) consecutive working days without giving notice and a reasonable excuse to the Human Resources Department unless the failure to give such notice and reasonable excuse is due to conditions which the Human Resources Department considers sufficient to excuse the giving of notice.

325

5. If an employee who has acquired seniority is laid off for a period of one (1) year. However, if such seniority exceeds one (1) year, he shall not lose his seniority until he is laid off for a continuous period equal to the seniority he had acquired at the beginning of such layoff or of such leave of absence. In case of extended leave of absence because of sickness or injury, the Company may require the certificate of a reputable Doctor of Medicine evidencing the same, but any additional expense incurred in obtaining such certificate shall be borne by the Company.

326

6. If an employee who has acquired seniority is on leave of absence from work on account of disability due to sickness or injury for a period of five (5) years; however, if such seniority exceeds five (5) years, he shall not lose his seniority until he is on leave of absence on account of such disability for a continuous period equal to the seniority he had acquired at the beginning of such leave of absence.

327

Notwithstanding the other provisions of this Subsection, an employee who is absent from work solely because of a temporary disability which is incurred in such manner as to be compoundable under the Indiana Workmen's Compensation Act shall not lose his seniority until and unless such absence exceeds the maximum number of benefit weeks provided under such Act for temporary total disability or temporary partial disability, as the case may be.

Section I. Information concerning Quits, Discharges, etc.

328

Management, upon request, will share with the Union information concerning staffing issues of bargaining unit employees.

Section J. Posting Seniority Lists

329

The Company shall post each January, July, and when a new employee or group of employees is hired during the life of this Agreement a complete seniority roster of all employees who are covered by this Agreement. A separate Skilled Trades seniority roster will be posted in the Skilled Trades department based on seniority provisions as outlined in the Article X, section I.

ARTICLE IV JOB SELECTION

Section A. Job Posting

Job vacancies or new jobs within the Bargaining Unit will be posted on Company bulletin boards at 1:00 p.m. and remain posted for forty-eight (48) hours. The Company will consider a protest after a thirty (30) day period has expired for clarification or correction only. The Company will furnish the Union with a copy of the job posting and employee status change of the successful bidder.

401

At the time of posting, all jobs, with the exception of Skilled Trades and Associated Skilled Trades, will be posted according to the following;

402

1. Business needs as determined by the Company.
2. An unassigned job that provides more than 32 hours of work on a shift per week within the time period as defined below.
3. When a regular job holder and the Bargaining Committeeman request posting and have demonstrated that he/she has worked over an average of 30 hours of overtime per week within the time period defined below.
4. If a regular job does not provide 50% or more work on a shift during the time period below, the job will be eliminated or combined with other operations. In the case of newly created jobs, the above requirement will apply after a four month period.
5. The defined time period is a two (2) month period. In all cases the first two (2) month period will commence on the first day of the calendar year.

Section B. Job Bidding

All regular employees, shall be entitled to one (1) job bid every twelve (12) months, provided that the employee can perform all the essential functions of the job, including required overtime, except those scheduled for layoff. If the employee is the successful bidder on a given job during the calendar year and his/her job is eliminated or he/she is displaced from such job, he/she shall immediately receive the use of one (1) job bid. If an employee, who maintains a job bid, requests and is awarded an open job, he/she will forfeit such bid and will earn a bid twelve (12) months thereafter.

403

The supervisor will write the correct date and time on all employee job bids and claim backs prior to placement into the job box. The time noted on the job bid must be within the forty-eight (48) hour period.

404

An employee shall be entitled to withdraw any job bid at any time before 1:00 p.m. of the day upon which such job bid notice is scheduled to be removed from the Company bulletin boards. Such withdrawal must be indicated in writing on a job bid form, properly identifying the job being withdrawn, and must be signed by both the employee and a supervisor prior to 1:00 p.m. of such day.

405

Employees on leave of absence cannot bid on posted jobs.

406

Section C. Claim backs

Employees will maintain claim back rights on a given job for twenty- four (24) months from the date of removal provided that the employee can perform all the essential functions of the job, including required overtime. An employee who does not exercise his/her claim back rights on a given job that comes open during the twenty- four (24) month period will forfeit his/her claim back rights to that job.

407

An employee who holds a claim back right to a particular job and who also happens to be on a leave of absence when the job is posted for bid will not be eligible to utilize but will be able to maintain such claim back. The total amount of time an employee can maintain a claim back is twenty- four (24) months regardless of how many days are exhausted while in a non-active status.

408

Any employee who leaves a job by his/her own means (such as bidding off or requesting a job be eliminated) will not have claim back rights to that job.

409

Claim back must be on the same job and shift as the employee previously held; however, employees may utilize claim back on restricted positions provided they only require twenty four (24) hours of familiarization training.

410

An employee who utilizes a claim back will forfeit his/her right to bid for twelve (12) months

411

Section D. Qualifications and Selection

1. Production Technicians and Material Technicians

412

In the above classifications, an operator must be capable to perform all functions of the job for which he has been trained in a thirty (30) working day period or be disqualified. A sign-off sheet will be used to prove or disprove training and qualifications.

413

2. Production Operator, Material, Inspection, Plant Services Technicians, and Plant Services.

414

Employees shall be awarded the job in the order of the length of their seniority with the Company.

415

3. If an employee is the successful bidder on two (2) or more jobs which are taken from the bulletin board at the same time, he/she will be given choice of jobs. If an employee is a successful bidder on 2 jobs in a 2 day period, he will not be charged with the first bid. The Company will not be required to re-post the first job but shall award the job to the next senior employee.

416

4. If no employee who is capable and qualified makes application for the job within forty-eight (48) hours after posting, the Company may select anyone requesting to fill the vacancy, either an employee from within the plant or may obtain a new employee; provided, however, that in the case of new jobs or vacancies, if no applicant is capable and qualified, the Company will select the applicant having the highest seniority and give him a reasonable training period on the job. Barring any unusual and mitigating circumstances, a new employee will be awarded any available open job within thirty (30) calendar days of hire. If none are available at the time, they will be placed in the labor pool and awarded a job as the open jobs become available.

417

5. If there are more employees in the labor pool than open jobs, the open jobs may be offered on a seniority basis with the most senior having the option to initially forgo the placement. This provision will not apply to probationary employees.

418

6. The employee awarded a job vacancy must accept it.

419

Section E. Release

All successful bids must be honored such that the bidder is released to his/her new job within thirty (30) working days for restricted jobs and twenty one (21) working days for all other jobs, as long as the training is continuous (barring machine breakdown, attendance, and business needs such as a line shutdown or missing deliveries) In the event more time is needed before an employee can be released, the company will provide the Union notice of the reason for the extension. These extensions will be discussed at the weekly job movement meeting.

420

Section F. Disqualification

If an employee, following the use of a job bid/displacement rights and providing that all applicable training has been completed, fails to exhibit the ability to perform the work of the job in a satisfactory manner or has received two (2) consecutive disciplinary notices for Quality/SOP exhibiting the inability to perform the work of the job within a ninety (90) day period., The employee shall be subject to disqualification and placed in the labor pool until he/she becomes eligible to bid or until a posted job is removed from the bulletin board with no bidder. If this occurs, the employee may be assigned the open job. Further, in the event an employee is disqualified he/she will forfeit the right to bid on that job in the future. The exception would be in the production technician classification, if the disqualified employee has no disciplinary issues on another production technician position for three (3) consecutive years, the employee would be eligible to bid on the previously disqualified position.

421

Section G. Dispute Concerning Qualifications

A dispute arising as to whether an employee is capable and qualified to perform a job shall be presented at the 2nd step of the Resolution Process.

422

Section H. Displacement Rights

1. The use of displacement rights will be applicable under the following conditions: 423
- a. An employee's job is eliminated or if a job is eliminated in a multi-man classification, the senior employee would have a choice whether to stay on the job or take displacement rights. 424
 - b. An employee's job classification changes as a result of the addition or removal of equipment. 425
 - c. If an employee is displaced by a more senior qualified employee. 426
 - d. An employee shall have up to one (1) hour to use displacement rights. 427
 - e. If an employee has not completed his/her probationary period, he/she shall not be allowed displacement rights at any time. Time off on an approved leave will not count as time worked in calculating the probationary period. 428
 - f. If an employee, with seniority, has received notice of layoff, he/she shall not have displacement rights or job bids for the seven (7) consecutive days ending with the last day worked prior to their layoff. 429
 - g. If an employee uses his displacement rights in a work cell or a multi-man classification, the least senior employee in that classification will be displaced. 430
 - h. Whenever two or more jobs held by individual employees are to be combined, the most senior employee shall be given his choice to accept such combination job or be given his displacement rights. According to the choice the most senior employee makes, the least senior employee must exercise displacement rights or accept the combination job. If more than two employees are involved, the most senior employee will have their choice of acceptance of the combination or displacement rights. 431
- In situations such as above, the Company may hold the employee to give instructions. 432
2. Employees may use displacement rights as outlined below. 433
- a. An employee on displacement rights must have access to a listing of current job assignments. If access is not immediately available, he will be placed in the labor pool and displacement postponed until access is available. 434
 - b. Employees may use displacement rights on any job except those in restricted classifications listed in this article, unless he/she has previously held the restricted classification and only requires forty consecutive (40) hours familiarization training. Once an employee completes his/her displacement on a restricted job, he/she will remain on that job for a minimum of twelve (12) months, barring paragraph 1(a-h) from above. 435

c. If an employee wishes to exercise displacement rights on another shift, he/she will be placed in the labor pool for the remainder of his/her present shift and will report to work on the following day on the designated shift and complete his displacement. If there is no one for him/her to displace, he/she will be placed in the labor pool and assigned an open job. In the event there are no open jobs, he/she may bid on posted jobs. If the employee does not have a bid, the company will provide one (1) bid and his/her bid cycle will be re-set to the date he/she has been awarded such job.	436
d. When displaced, the employee's supervisor will provide the "displacement rights" card to the employee no later than 30 working days after displacement, or once he/she has provided all required training to the employee who displaced him/her, as long as the training is continuous (barring machine breakdown, attendance, and business needs such as a line shutdown or missing deliveries).	437
e. Seniority will prevail when qualifications are equal.	438
f. An employee may not use displacement rights on a job while it is posted on the bulletin board for bidding or claim back purposes nor may displacement rights be used on such job within 24 hours of its removal from the bulletin board.	439
g. If an employee fails to generate normal production as outlined in this agreement during a five (5) day work period following the use of displacement rights on a restricted job, he will be disqualified.	440
Section I. Restricted Jobs	441
Coordinator Production Technician Materials Technician	
Section J. Conditional Jobs	442
1. When an employee is expected to be absent from work, for more than a sixty (60) continuous day period for sick leave or leave of absence (other than public office leave, union leave, or military leave), the Company will fill such job as a conditional job and in such event the job will be posted subject to the following. If the vacancy is in a Work Cell, employees working the same shift and work cell will not be allowed to bid on the conditional job vacancy.	443
a. If the absent employee returns incapacitated to the job and it is determined that he can find another job which he is capable of performing, he shall have displacement rights within the limits of his incapacity. The occupant of the conditional job upon such return shall be required to remain on such job and become the regular occupant.	444
b. If the absent employee returns able to perform the job, the following shall apply:	

- i. If the occupant at that time got on the conditional job by job bid, claim back, or transfer, the returning absentee shall go back on the job and the conditional occupant will go on displacement rights but may not then displace the returning absentee. 445
- ii. If the conditional job occupant at that time got on the conditional job by displacement rights and has less seniority than the returning absentee, the latter shall go back on the job and the conditional occupant will go on displacement rights. 446
- iii. In case of ii above but the conditional occupant has more seniority than the returning absentee, the conditional occupant shall remain on the job and become the regular occupant and the returning absentee shall go on displacement rights. 447
- iv. If at the time of his return the job exists in altered form either by combination with another regular job or change in classification, he shall be given displacement rights and in such event, the occupant or occupants at the time of the absentee's return shall continue on the job or jobs. 448
- v. If at the time of his return the job does not exist because of job elimination, he shall have displacement rights. 449
- c. Whenever the absentee returns and job occupancy has been determined pursuant to the above procedure or whenever it becomes apparent that the absent employee will not return to work, the job shall no longer be a conditional job and the occupant shall thereafter be the regular occupant. 450
- d. During the period of absence referred to above, the conditional occupant of a job posted pursuant to this procedure shall be treated as a regular job occupant for the purpose of other provisions of the contract. 451

Section K. Open Jobs

1. In the event there is no work available on an employee's regular job, he shall be given preference on any open job in his department according to seniority, provided he is capable and qualified to do the work available on the open job and all jobs can be covered with qualified personnel. 452
2. It shall be the responsibility of the employee to notify his supervisor when he is out of work. 453
3. The supervisor will determine those jobs the company feels need to be run to meet production requirements by shift. 454
4. When an employee is assigned an open job, he will be paid the higher of his present classification or the rate of the job he selects, whichever is higher. 455

5. When no open jobs are available or an employee is not qualified to perform those jobs available, he will be sent to the labor pool. Utility men may be given instructions on jobs for which they are not qualified before being sent to the labor pool.

Section L. Incapacitated Employees

Employees who submit a doctor's statement indicating they are incapable of performing their regular job as a result of injury, sickness, or physical condition will be afforded a job in the plant subject to the following procedure:

1. If the ailment is not obvious, the Company and the Union may mutually request the employee to see a second doctor at the employee's expense. Should the employee refuse to submit to a second doctor's examination, such employee will not be considered incapacitated under this section. Nothing herein prohibits the Company from exercising the right to send the employee to a Company doctor at the Company's expense.

2. Once the incapacitation is substantiated, the employee will be assigned to a job that has been posted with no senior bidder provided it is within his incapacitation restrictions. If there is no such job, the incapacitated employee will be placed in the labor pool with one job bid if he or she has none. The employee must use this job bid at the earliest opportunity to secure a job he or she is capable of performing. If a job is posted that an incapacitated employee is capable of performing and awarded to a junior employee because the incapacitated employee did not bid, the incapacitated employee will be placed on such job. When the incapacitated employee enters the labor pool, the Company will utilize such employee in the labor pool. If the employee's incapacitation limits the employee from working in the plant, he or she would be placed on sick leave subject to sickness and accident or other benefits provided under the agreement.

If while the employee is on sick leave a job is posted with no senior bidder, the Company shall contact the incapacitated employee or employees according to seniority and if they are capable of performing the work the Company shall place the senior incapacitated employee on such job. If this employee refuses such job, sickness, accident, or other benefits provided under this agreement will be terminated immediately.

3. If employees use this procedure to obtain or regain a job, the Company and Union may require them to provide an updated medical analysis of their condition periodically, but not to exceed 30 day intervals at employee's expense.

4. Once an employee has submitted medical proof (as in #1 above) that he is permanently disabled and can no longer do his then present job, this employee will be assigned a job he is capable of performing as follows:

1. Must be assigned to an open job.
2. If there are no such open jobs, employee will use displacement rights.

Once the Company and the Union become aware that there is no other job he can perform, the Company and the Union will determine if, in fact, the employee should be frozen on his existing job. If the employee is frozen on the job, he can only be removed by the parties after submission of additional medical information or re-evaluation for other jobs.

5. Disabled employees who are frozen on jobs as provided above that receive layoff notice will have their frozen status revoked and, if displaced, will go to the labor pool until laid off. No incapacitated employees shall be considered frozen on a job except as specifically provided in this section.

Section M. Temporary shift transfer within the same Classification

When there is a temporary need management will seek qualified volunteers to perform the training, If there are no volunteers, the trainee will temporarily transfer to the shift where the training can be performed. The temporary need will not exceed fifteen (15) days. The Company will advise the Union in circumstances that require more than fifteen (15) days of training.

ARTICLE V CLASSIFICATION AND TRAINING

Section A. Training and Instructions

Training is defined as classroom training performed by members of management, factory representatives, qualified hourly instructors, or others to improve overall skill and knowledge of specific groups of employees such as new hires, CNC operators, safety team, etc.

Instructions are defined as on the job instructions provided by a qualified Bargaining Unit employee to an employee who has acquired the job through the use of a job bid or has been awarded a job vacancy. Instructions will be provided by a departmental technician in departments which have this classification or by a qualified departmental employee. Instructions may be given to more than one employee at the same time, which could include the overlapping of shifts, with the mutual consent of the Company and Union. Such consent will not be unreasonably withheld. This will not prohibit salaried personnel from assisting in instructions.

Section B. Classifications

Production Technician - Responsibilities for the most technical and complex machines, operations, and processes within the plant. Employees in this class would also be responsible for their own support (trucking, chip hauling, cleaning), set-ups, rework, inspection, and daily operator P.M.(s) such as accessible filters, oils, lubricant, adjustments, and minor repairs. Employees would receive this classification based upon the most technical operation assigned to them, e.g., a combination of drill presses and CNC's would be in the production technician class due to the CNC. These responsibilities are not intended to be all inclusive and will not exceed the basic parameters of this classification.

504
Production Operator - Responsible for the remaining production machines, operations, and processes which do not meet the production technician classification. Disputes concerning which class a production job should be in will be settled by a National Metal Cutting Trades point count with the cutoff established by these initial groupings. These responsibilities are not intended to be all-inclusive and will not exceed the basic parameters of this classification.

505
Assembler-Responsible for all operation(s) for the assembly process of sub and end item components. These responsibilities are not intended to be all inclusive and will not exceed the basic parameters of this classification. The employees in the new Assembler classification will be grandfathered at their current P.O. rate. These employees will retain their grandfathered rate as long as they remain in the Assembler classification and do not initiate a move, other than claim back to a previously held assembly position. Any employee, who is not currently in the Assembler classification, may during the first year of this agreement bump into the Assembler class at their grandfathered rate one (1) time and claim backs will be honored.

506
Receiving/Final Inspection - Read and interpret blue prints, interpret computer database or check sheets, analyze incoming paperwork, use precision measuring equipment, data entry into computer, perform audits of finished goods before shipment for good product and paperwork, etc. These responsibilities are not intended to be all-inclusive and will not exceed the basic parameters of this classification.

507
Materials - Data entry into the computer, unloading and delivering any material that does not require special rigging or handling and obtain supplies from outside storage as needed. These responsibilities are not intended to be all-inclusive and will not exceed the basic parameters of this classification.

508
Materials Technician - Responsible for dispensing tool crib items, receiving items from "Receiving Department", counting/checking against packing slip, putting stock in proper place, entering data into computer such as number of pieces received, location, total pieces in stock, and number of tools dispensed. Will also inspect returned tools and determine status. These responsibilities are not intended to be all-inclusive and will not exceed the basic parameters of this classification.

509
Plant Services Technician - Moving material between departments/staging areas. (Exceptions to this are deliveries of material from finish stock, to and from final and receiving inspection. This, however, does not prohibit plant services from assisting in other departments when needed, painting and the movement of equipment that does not require special rigging, such as office equipment, computers, etc.) Employees may also assemble light furniture, light shelving, carts, portable wall partitions, etc. that do not require special rigging or skills. Employees in this classification would have regular bid jobs in Department 3900 for which they would be responsible on a daily basis. However, they could be assigned other duties within this classification as needed. These responsibilities are not intended to be all-inclusive and will not exceed the basic parameters of this classification.

Plant Services - Responsible for plant wide janitorial duties excluding where outside services. These responsibilities are not intended to be all inclusive and will not exceed the basic parameters of this classification.

Coordinator

In areas where management chooses to utilize this classification, a coordinator may be selected from plant-wide candidates based on skill set availability. The selection process will be conducted by a joint selection committee comprised of two (2) members of management, two (2) members of the bargaining unit, one (1) Union committeeman and one (1) member of Human Resources who will serve as co-chairpersons. If there is a discrepancy the decision will ultimately be made by management. Consideration of selection will include experience of product and machine, ability to train and communicate effectively, attendance, documentation and P.C. skills. Responsibilities will include running machines as necessary, instructions, setups, troubleshooting, scheduling, and assisting in 6S principles, workshops, line balancing, engineering, and relaying work instructions from management. Exceptions to these responsibilities are evaluating employee performance, dispensing discipline, and any direct supervision of bargaining unit employees. Special schooling and computer training may be developed for this position (coordinator). Upon receiving this position, the employee will be required to hold the job for a period of at least one (1) year. At any time within ninety (90) days of appointment, the employee and selection committee will decide, if the employee is incapable of performing the required tasks. If the employee is deemed incapable, either by him/her self, or by the committee, they will be placed in the labor pool and receive one (1) job bid. They are also removed from further consideration for any other coordinator position.

Training Coordinator - In areas where management chooses to utilize this classification, a training coordinator may be selected from plant-wide candidates based on skill set availability. The selection process will be conducted by a joint selection committee comprised of two (2) members of management, two (2) members of the bargaining unit, one (1) Union committeeman and one (1) member of Human Resources who will serve as co-chairpersons. If there is a discrepancy the decision will ultimately be made by the Company. Consideration of selection will include experience of product and machine, ability to train and communicate effectively, attendance, documentation and P.C. skills. Responsibilities will include assisting management in the development and compliance of job competencies throughout both facilities. Special schooling and computer training may be developed for this position (training coordinator). Upon receiving this position, the employee will be required to hold the job for a period of at least one (1) year. At any time within ninety (90) days of appointment, the employee and selection committee will decide, if the employee is incapable of performing the required tasks. If the employee is deemed incapable, either by him/her self, or by the committee, they will be placed in the labor pool and receive one (1) job bid. They are also removed from further consideration for any other coordinator position.

Skilled Trades

Machine Repair - Preventative maintenance, repair and installation of machinery and equipment, perform the inspection of overhead hoists and hooks, including the magnaglo operation, repair of hydraulic systems, fabricating (guards, carts, hooks, tables, benches), moving and installation of office walls that require being anchored to the floor or special rigging, repair of all hand and power trucks, all plumbing operations and repair, and the moving of machinery and troubleshooting. Loading/unloading of equipment that requires special rigging, and the placement thereof. These responsibilities are not intended to be all inclusive and will not exceed the basic parameters of this classification.

513

Toolmaker - Responsible for troubleshooting, modification and repair of fixtures and tooling, operate cutoff saw, Bilton taper plugs, and may enter the tool crib as necessary for their supplies. They will document any supplies removed. Toolmakers will perform grinding operations as needed. These responsibilities are not intended to be all inclusive and will not exceed the basic parameters of this classification.

514

Electricians - The maintenance, trouble shooting, repair, and installation of electrical systems, (building and equipment) in the Lafayette Plant. These responsibilities are not intended to be all inclusive and will not exceed the basic parameters of this classification

515

All Skilled Classes - trouble shooting would also be governed by the incidental work rule. Skills would operate towmotors as required.

516

Associated Skilled Trade

Lay-out Inspector - Ensure conformance and calibration of all measurement and test equipment used in determining customer product; measurement, assessment and analysis of product characteristics using layout methods of relevant accuracy; and perform metrology functions and laboratory procedures, recording pertinent data, and communicating results to engineering. Lay-out inspectors are required to operate CMM hardware and software, optical comparators, super micrometers, Gagetrak database software, along with thorough understanding of print reading, geometric dimension and tolerance, algebra, trigonometry, geometry, metrology, gage repair and calibration. Any necessary calibration to be done by an outside source will be the sole responsibility of supervision. These responsibilities are not intended to be all-inclusive and will not exceed the basic parameters of this classification.

517



ARTICLE VI - ENGINEERING STANDARDS

Section A. Engineered Standards

Any new operation would first have an estimated standard derived from all available information. Once in actual operation, a 4M study would be performed. An actual engineered standard, per this study, would be released to the floor.

All standards shall be based on sound industrial engineering methods. Videotape may be utilized in an unrestricted manner except under this article (Engineering Standard) whereby video taping may only be used for method analysis and not for disciplinary action. Only one job may be video taped at a time.

Standards will be developed for the optimum number of operators planned. If more or less operators are added or decreased on a permanent basis, an output standard will be issued to the floor, reflecting the parts per hour expected per man. Interference or imbalance will be recognized for the controlling man in multi-man cells or machine time in establishing the total cycle time. Operators will be expected to utilize the wait time of machines or other operators. They will be expected to work at a normal work pace. Imbalance should be engineered to a minimum.

This output standard for more or less operators will also reflect a break or balance point between elements that reflect a reasonable balance between operators. If imbalance exists, it will be reflected in the required output. The balance point will reflect an engineered method and the operators will be free to use other methods as long as the output standard is maintained. To balance the work load where there is imbalance in the engineered method, the operators can alternate times spent at different tasks. Imbalance does not provide free time. All operators will be expected to work at other tasks as necessary to maintain a normal work pace.

Standards will be constructed as follows:

1. The 4M system will be used to determine the run time for the standards.
2. Activities such as material handling, gaging, tool adjustment, etc. will be included in the standards as a time allowance where repeatable and measurable.
3. A 7% allowance for break and wash up time will be included in the standard (34 minutes divided by 480 minutes).
4. The Company will issue operation method sheets containing all information including inspection requirements. Files of these operation method sheets will be maintained in the departments.
5. Employees and the Union shall be informed by means of a sign off document of any new or changed standard before beginning work on a job to which the standard applies.

6. Standards established shall not be changed unless one of the following has occurred:
- (a) Mathematical and/or clerical errors were made in the establishment of the standard (before management corrects such error, the departmental steward and union time Study representative shall be notified)
 - (b) Changes in material.
 - (c) Changes in speed, feed, tools or equipment.
 - (d) Changes in method but not to include employee coordination or proficiency.
 - (e) Changes in quality standards.
 - (f) Only those elements affected by the change shall be adjusted.
7. Production standards, once established, shall not be changed merely because of a name, symbol, number or identification of part. 611
8. The Company shall have the opportunity to utilize machine waiting time or process time. 612
9. If after a thirty (30) calendar day settling in period there is a dispute with the standard, the Union may file a formal complaint and the Company shall restudy using the same method that was used in establishing that standard. If, following the recheck, a grievance is processed on such disputed standard, a representative of the International Union's Time Study Department shall be permitted access to the employer's premises to examine all data which the Company has pertaining to the disputed standard and shall be permitted to study the disputed standard. 613
10. If, after recheck in Item 9, the dispute is still unresolved, it shall be resolved solely by the continuous watch reading method. 614
- The Company shall recognize and train a Local Time Study Representative. The Company shall only be required to train one (1) representative in a three (3) year period as long as any vacancy in the position is through no fault of the Company. 615
- The Local Time Study Representative shall be appointed by the Local Union and approved by the International Time Study and Engineering Department. 616
- Standards will be audited by the Engineering Department and the Time Study Representative. 617

Section B. Performance to Standard

618

If an operation is not performing to standard, the Company will notify the appropriate committeeman.

619

New employees will not be expected to make this standard immediately; however, reasonable progression is expected. Employees not achieving the standard will not be disciplined for failing to achieve a specific percentage performance. Instead, the cause for failure will be investigated and treated as required (i.e., abnormal problems with machine or material, loafing, not following the designated OM, etc.).

620

If, after making reasonable efforts to do so, an employee cannot maintain standard, he will be disqualified and sent to the labor pool.

ARTICLE VII - BENEFITS

Section A. Wage Rates for Production Employees

701

It is agreed that during the term of this Agreement, the basic hourly wage rates, for all employees with more than five (5) years seniority are set forth in Article XII Attachment #1 of this Agreement. Hourly wage rates for employees with less than five (5) years seniority are reflected in the Wage Progression Table in Article XII Attachment #2. The exception to this will be those employees already in the three (3) year Progression Table prior to the 2007 Agreement.

Rate Changes

1. New Hire - Items 2 - 4 below do not apply to employees working within the Wage Progression Table.
2. Job Bid - (i) never held job - progression of steps starting at first month - (ii) held job before - prior step in range.
3. Claim Back - prior step in range or number of months on the job.
4. Bump - prior step in range or number of months on the job.
5. Temporary assignments - no reduction, higher of the two rates but at the appropriate step.

Section B. Wage Rates for Skilled Trades

702

It is agreed that during the term of this Agreement, the basic hourly wage rates set forth in Article XII, Attachment #3, attached hereto and made a part of this Agreement, shall apply to current Local 531 members as of the signing of this agreement.

Section C. TRW Automotive Retirement Plan (401k)

703

TRW Automotive Retirement Plan will be offered to UAW Local 531 members as part of the 1996 Collective Bargaining Agreement Settlement. It is further understood that the plan is accepted in its entirety and the terms and conditions of TRW Automotive Retirement Plan are not subject to Collective Bargaining, will remain in effect for the duration of this contract unless changes are required by law.

Section D. Premiums

704

Premiums apply to all classifications both production and skilled. These premiums will be in effective the first Monday following ratification of this agreement.

2nd Shift	\$.35
3rd Shift	\$.30

Section E. Premium Pay for Saturdays, Sundays, and Holidays

705

For all employees who work all scheduled shifts during the regular workweek (Monday through Friday), it is agreed that for all hours worked on Saturday shall be made at the rate of time and one-half of the employee's regular rate of pay. Exceptions to this statement include:

- Hours an employee does not work during the employee's regularly scheduled workday because the company scheduled the employee not to work.
- Hours not worked due to:
 1. Military leave
 2. Vacation
 3. Holidays
 4. Jury duty
 5. Bereavement
 6. Approved scheduled doctor's appointments or absence supported by a doctor's slip.
 7. Union Business
 8. Supervisor-excused Passes

Regardless of hours worked during the regular workweek (Monday through Friday), all hours worked on Sunday shall be paid at the rate of double the employee's regular rate of pay. Further, it is agreed that for all hours worked on the holidays as listed in Article VII, Section H, payment shall be made at the rate of double the employee's regular rate of pay, plus eight (8) hours pay at the straight time rate. The exception to the provision is when an employee is on travel status. Travel time is the time required to travel from an employee's fixed work location to their work assignment in another city. Travel time will be compensated at the employee's straight time rate.

Section F. Jury Duty Pay

1. The Company will grant jury duty pay to an employee who is accepted for jury duty and serves, is required to appear before a jury commission for examination, or is required to remain available until released, provided in all instances the employee is held beyond 11:00 a.m. Anytime an employee on any shift is held beyond 11:00 a.m., he will be paid for his regularly scheduled hours including overtime for that day minus any pay he might receive from the court.
2. In the event a first shift employee is released at or prior to 11:00 a.m., he would be paid from the start of his regular shift until he is released plus one and one-half hours less any pay he might be given by the court. The employee may or may not come to work, as he chooses.
3. In the event a second or third shift employee is released prior to 11:00 a.m., he would be paid for the actual time spent in court plus one hour, less any pay he might be given by the court and he may choose to report to work to complete his regularly scheduled hours for that day.
4. The Company will require written verification of any essential facts qualifying an employee for pay hereunder including the hour of his release.
5. Jury pay received by the employee will not count toward premium pay. Computation of the amount due shall be at his basic hourly wage rate for the time lost from his regularly scheduled working hours.
6. The employee will be paid for their time lost, during the pay period that the employee served on jury duty. The employee shall be required to complete a jury duty authorization form and shall provide the appropriate documentation to Human Resources upon their return to work. Once the employee receives compensation from the Court they shall provide a copy of the check and remittance to the Company.

Section G. Bereavement Pay

Upon the death of an employee's current and legal husband, wife, mother, mother-in-law, father, father-in-law, stepmother, stepfather, brother or sister, half brother or half sister, stepchild or the child of the employee, grandfather, grandmother, or grandchild, of the employee or the employee's present spouse, the Company will compensate the employee a maximum of eight (8) hours per day for time lost from the employee's regularly scheduled work week for preparation for burial and attendance at burial, not to exceed three (3) days at the employee's straight time rate. Upon the death of an employee's current and legal brother-in-law, sister-in-law, son-in-law or daughter-in-law, of the employee or the employee's present spouse, the Company will compensate the employee a maximum of eight (8) hours for time lost from the employee's regularly scheduled work week for preparation for burial and attendance at burial, not to exceed one (1) day at the employee's straight time rate.

Section H. Holidays and Holiday Pay

713

There shall be ten (10) paid holidays 2012, 2013, 2014, 2015, and 2016. The following holidays will be observed: New Year's Day, Good Friday, Memorial Day, July 4, Labor Day, Thanksgiving Day, Friday after Thanksgiving, December 24, Christmas Day, and December 31. In addition, during the years listed above, bargaining unit employees will be eligible to use two (2) unpaid days off each year provided the employee is not in the attendance system at the time of the request. These unpaid days off must be scheduled through the Supervisor with a minimum of twenty-four (24) hour notice. The utilization of these unpaid days off will not exceed fifteen (15) percent per day per facility. If there is a dispute between employees of who gets the day off, seniority will prevail.

714

2012	2013	2014	2015	2016
1-Jan	1-Jan	1-Jan	1-Jan	1-Jan
6-Apr	29-Mar	18-Apr	3-Apr	25-Mar
28-May	27-May	26-May	25-May	30-May
4-Jul	4-Jul	4-Jul	3-Jul	4-Jul
3-Sep	2-Sep	1-Sep	7-Sep	5-Sep
22-Nov	28-Nov	27-Nov	26-Nov	24-Nov
23-Nov	29-Nov	28-Nov	27-Nov	25-Nov
24-Dec	24-Dec	24-Dec	24-Dec	23-Dec
25-Dec	25-Dec	25-Dec	25-Dec	26-Dec
31-Dec	31-Dec	31-Dec	31-Dec	30-Dec

It is understood that January 2, 2017 is a paid holiday and will be charged and counted as a 2017 holiday.

715

Employees with necessary seniority who have been laid off due to a reduction of the work force or who are temporarily laid off by the Company due to a shortage of material or breakdown of machinery or who have gone on approved leave of absence or are absent in bereavement pay situations, or because of death of the employee's son-in-law, daughter-in-law, sister-in-law, brother-in-law, aunt or uncle, shall receive pay for such holiday, provided that such layoff, sick leave, or approved leave of absence began during the work week prior to or during the work week in which the holiday falls and provided further, when any question is raised as to the inability of the employee to work by reason of such sickness, the burden of proof shall be upon the employee.

The employee must work the scheduled workday (Monday through Friday) before the holiday. If the employee has an excused absence on the scheduled workday before the holiday (as indicated in Article VII Section E or bereavement for immediate family members not covered in the bereavement section with appropriate documentation), it will not adversely affect their holiday pay. If the employee misses either a full or partial scheduled workday before the holiday, the holiday pay will be reduced by the amount of time missed.

716

When an eligible employee who has been laid off or been on approved leave of absence or returns from sick leave, returns to work following the holiday but during the week in which the holiday falls, he shall be eligible for pay for that holiday.

717

Employees eligible under these provisions shall receive for each such holiday eight (8) hours pay at their base rate, exclusive of night shift and overtime premium, such payment to be made according to Section E of this Article.

719

Any holiday shutdown shall be considered one (1) single holiday for eligibility purposes and treated in that manner in this Agreement.

720

Employees who qualify for holiday pay during the Christmas holiday shutdown would not be eligible to draw sickness and accident, workmen's compensation or other forms of compensation from the Company. In such cases, the employee would be entitled to the higher of the two forms of compensation.

Section I. Employee Educational Assistance

721

The Company and the Union encourage and recognize the importance of continued educational development by providing appropriate partial or total reimbursement for successfully completed educational activities. The details of this assistance program shall be included in a separate supplement agreement.

Section J. Vacation Plan

722

Sub-Section J1. Eligibility

The vacation year is from June 1 to May 31 with the amount of vacation each employee will receive being determined as of June 1. The following rules apply:

723

1. Employment less than one (1) year as of 5/31 - Based upon months of service. Credit will be given on the basis of .833 days vacation for each month employed, up to the maximum days allowed based upon service as described elsewhere in this section. 724
2. One (1) through six (6) years employment - Two (2) weeks vacation. 725
3. Seven (7) through fourteen (14) years employment - Three (3) weeks vacation. 726
4. Fifteen (15) years plus - four (4) weeks vacation. The fourth week of vacation will be unpaid. However, anyone hired on or before May 31, 1997 is eligible for four (4) weeks of vacation and vacation pay. 727

However, in the year in which the additional week of vacation is earned [seventh (7th) year for the third (3rd) week and fifteenth year (15th) for the fourth (4th) week], vacation should not be taken prior to the employee's anniversary date without good cause and approval of their immediate supervisor. Vacation will be paid out the first Friday of each vacation year. The payout will be computed by multiplying the employee's hourly base rate and the amount of vacation hours the employee has earned.

An example of good cause would be:

- a) An anniversary date which occurs late in the vacation period.
- b) Unusual personal need.

Sub-Section J2. Carry Over Prohibited

728

An employee cannot accrue or carry over vacation time beyond May 31st of a vacation year unless it involves the completion of a week's vacation started on or before May 31 or results from an extreme personal or business situation other than a leave of absence for sickness. To utilize the provisions of this sub-section, approval of the employee's supervisor and the organization's Human Resources Department must be granted prior to May 31st.

Sub-Section J3. Pay-Out

729

Vacation will be paid at the rate of pay for the job of record in one lump sum on the first Friday of the vacation year or as used. Employees must give written notification by May 1st of each year how they would like to receive their vacation pay.

In the cases where an employee is prevented from taking his/her entitled vacation during the vacation year (June - May) due to disability, medical leave or occupational injury, the employee will be paid for unused vacation. Further, the Company will determine, on an annual basis at the beginning of each vacation year, whether or not to provide payment to other employees for any unused vacation totaling five (5) days or less. In the event an employee utilizes three (3) or more days in a given pay period, the employee's healthcare benefit contribution will be split over the next two (2) pay periods.

Sub-Section J4. Terminated Employees

730

Employees whose employment is terminated with two weeks notice and who have completed one year's service as of their termination date shall receive accrued vacation allowance. Examples of usual situations referred to here are:

1. Death
2. Retirement of any nature
3. Company-directed layoff
4. Resignation
5. Military leave

731

The accrued vacation allowance will be that percentage of the employee's normal vacation as computed by the number of months employed since the previous June 1st divided by twelve (12).

Sub-Section J5. Scheduling Rules

1. Shutdown provision, Article VII, Sub-section J6, item 4. 733
2. Vacation must be used before leaves of absences are approved. 734
3. Half days will be allowed only with supervisor approval. However, this will not prohibit a supervisor from granting a half-day of vacation with less than the twenty-four (24) hour notice. 735
4. Vacation cannot be used for accepted weekend overtime. Vacation cannot be used on contractual holidays. 736
5. All vacation time will be paid at the straight time rate only. 737
6. All vacation utilization requires no less than twenty-four (24) hours of advance notice. However, this will not prohibit a supervisor from granting a day of vacation with less than the twenty-four (24) hour notice. For vacation use on Monday and Sunday, an employee must notify his/her supervisor no later than four (4) hours from the start of their regularly scheduled shift on the previous Friday. 738
7. Vacation time used during the workweek will not be considered as hours worked in satisfying work hour restrictions. 739
8. It is understood that employees may require time off of their choice. The Company may require that no more than thirty (30) percent rounded to the nearest whole number of a department and/or work cell on a shift may be granted vacation at any one time. The utilization of vacation in reference to the thirty (30) percent cap will be date and time of notification to supervision. In the event that multiple employees notified supervisor at the same time, seniority will prevail. 740
9. With one week advance notification, an employee may request a day of vacation for a Friday and Monday and will not be responsible for the concurrent weekend overtime. At time of notification the employee must notify the supervisor of his/her intention to utilize this paragraph. The attendance deviations will not be charged for that weekend. In cases where production needs for that weekend cannot be met, seniority will prevail. 741

Sub-Section J6. Vacation Shutdown Period

742

1. It is recognized the Company has the right to shut down its plant for vacation purposes for a period of time determined by the Company, but not more than ten (10) days.

743

2. Notice must be given to the employees of the Company's intention to shutdown its plant by being posted on the Company's bulletin boards. Notice for the day increment(s), not to exceed three (3) days, will be posted no later than Monday of the week immediately before the workweek that the shutdown will be taken. In the event a unit week or multiple day increments, more than three (3), is required the company will provide a three (3) week notice to the employees.

744

3. For those employees requested to work any portion of the vacation shutdown period, it is the Company's intent to provide notice to those affected employees as soon as reasonably possible so they can plan.

745

4. If there are Bargaining Unit employees working in the plant while it is shut down for vacation, there shall be at least one officer or committeeman of the Union at work. If no such official is included in the work group arranged by the Company, the Company shall advise the Union, and it will designate a representative who is qualified for a job being done during the shutdown. Union time up to twelve (12) hours per week shall be allowed such representative.

Sub-Section J7. Leaves of Absence for Vacation Purposes

746

The Company will not have a policy of denying requests for leave of absence for vacation, but instead will consider such requests according to the facts of each situation. In cases where the Company feels that work requirements are such and the number of employees requesting leave is such that a particular employee's presence is not required, leave will be granted. Seniority shall prevail where work requirements indicate the need.

Sub-Section J8. Postponement of Vacation

747

During an emergency, the Company may request employees to postpone all or part of their vacation. When a problem arises, Management will work with the Union to minimize the impact on schedules and overtime requirements. In such cases, seniority will prevail. If requested to work during vacation shutdown, an employee may take his postponed vacation a day at a time with proper notification.

Section K. Extent of Leave of Absence

1. Upon application, leaves of absence may be granted employees at the convenience and discretion of the Company for limited periods not to exceed one (1) year and without extension privileges.

748

2. An employee who, while on such ordinary leave of absence, accepts or maintains other employment (unless it is mutually agreed between the Company and the Union that he may do so), or who fails to report for work within three (3) working days after the expiration of his leave (unless reasons satisfactory to the Company and the Union are given) will be considered as having voluntarily quit the employment of the Company without notice.

749

3. An employee who is granted an ordinary leave of absence, to include Union, Public Office and Short Term Leave, shall forfeit the coverage of (a) life insurance, (b) sickness and accident insurance, and (c) health insurance on the first of the month following the month in which the leave began. These benefits shall be reinstated on the first day of return to active employment. An employee may continue coverage of any or all of these benefits by payment to the Company of the premiums, in advance, for each or all of the benefits. The application of all other employee benefits shall be governed by law and/or the provisions of each respective benefit. All employees will sign a form stating that they understand the above provisions before applying for a leave. A copy of this form will be given to Local 531.

750

Section L. Leave of Absence for Sickness

1. Employees who are absent because of sickness for more than fifteen (15) working days shall be considered on leave of absence for sickness, subject to the limitations of Article III (Loss of Seniority), Section H, Subsection 5, and will be notified of this fact by the Company.

751

2. An employee on sick leave shall not forfeit any benefit coverage except to the extent of the provisions of each respective benefit and/or applicable law.

752

Section M. Leave of Absence for Union Business

753

Upon written application, approved by Local 531 UAW, employees who are elected or appointed to full-time positions with the Union (such employees not to exceed five (5) in number at any one time) will be granted a leave of absence for such Union position upon approval of Local 531 without loss of seniority. Such employee within thirty (30) days after his termination or resignation from such position with the Union shall notify the Company and shall report for work within such thirty (30) day period. If he overstays the leave of absence, the Company may, at its option, drop said employee from the seniority rolls and terminate his employment with the Company. In the event such employee returns to work with the Company as provided above, such employee shall be reinstated with all seniority accumulative and shall be given one (1) working day after such return to use displacement rights.

754

Employee benefits for (a) life insurance, (b) sickness and accident insurance, and (c) health insurance are outlined in Article VII, Section K, para.3 of this Agreement.

Section N. Leave of Absence for Military Service

755

1. Any employee who was drafted or who volunteered for service in the Armed Forces of the United States prior to the execution of this Agreement, or who, subsequent thereto, is drafted into such Armed Forces, or volunteers for service therein, and who is discharged otherwise than dishonorably there from, will be accepted for reemployment by the Company in accordance with the provisions of the Universal Military Training and Service Act with full accumulated seniority, provided there is work he is qualified to do and he makes application for reemployment within ninety (90) days after his discharge or, in case he is disabled at the time of such discharge, within ninety (90) days from the date such disability ends.

756

2. A veteran who is re-employed upon his return from military service according to the above will be reinstated at the same rate of pay and in the same job classification he held at such time he went into the service plus all accumulative increases which have been granted since that time. Upon an employee's return to work from military leave he/she will be placed in the Labor Pool with one (1) bid to be used on all posted jobs until which time he/she is awarded a regular job.

757

3. The provisions of this Section shall be limited to one term of service whether as a result of draft or voluntary enlistment and shall not apply to an employee who is drafted or thereafter volunteers for additional service or to an employee who voluntarily reenlists after a term of voluntary service.

758

4. An employee who enters the military service, as provided above, shall forfeit the coverage of all employee benefits except as provided above or as provided in the provisions of each respective benefit. This forfeiture shall occur on the first of the month following the month in which the leave began or the employee's first day of active military service, whichever first occurs. All benefits normally received by an active employee will be reinstated to the employee who returns to active employment in accordance with the provisions of the Universal Military Training and Service Act. An employee who enters the Armed Forces of the United States shall not be entitled to continue coverage of his benefits.

Section O. Election to Public Office

759

A leave of absence shall be granted to an employee who is elected or selected to a full-time public office.

760

Employee benefits for (a) life insurance, (b) sickness and accident insurance, and (c) health insurance are outlined in Article VII, Section K, Para.3 of this Agreement.

Section P. Federal Law Compliance

761

The Company and the Union agree to comply with the Federal Laws and provide reasonable accommodations relating to the following:

1. Rights of employees who enter the military service of the United States
2. Title VII and Pregnancy Disability Amendment of the Civil Rights Act of 1964
3. Americans with Disabilities Act of 1992
4. Family and Medical Leave Act

Section Q. Overtime Procedures

762

1. Overtime will be scheduled based on the Company's scheduling needs with notification to the Union of those operations required by department and shift. Once the company has followed the overtime procedures below, within each facility separately, the Company's obligation will be met.

763

In the event that Saturday and or Sunday overtime is required a predetermined shift rotation will be utilized. The maximum required overtime to be worked by a given shift will be two (2) consecutive weekends. In the event that overtime is required on the unscheduled weekend, such overtime will be scheduled on a voluntary basis for qualified volunteers only. If the Company is unable to fill the need with such qualified employees, the Company has met its overtime liability.

764

When overtime is scheduled for employees in the Production Technician, Production Operator, Assembler classifications, these same job(s) will be scheduled for the same respective employees of that department on all shifts. Exception(s) to this include overtime, when a limited amount of work is needed due to production needs, absenteeism, etc. Overtime hours will be used in determining who will be offered limited amount of work opportunities when less than a full complement is scheduled. Non technical equipment such as washers, grinders, deburring, etc. may be used as shared equipment. When weekend overtime is scheduled paragraph 772 will apply. In the case of weekday limited amount of work opportunities, the Company will advise and explain to the Union with relevant data at the time of scheduling the need to work which may require extended hours. Employees in the Lay-out Inspector, Inspector, Materials, Plant Services, and Skilled Trades classifications will be scheduled for overtime on the basis of need. In judging the validity of an employee's claim to overtime rights, the sole criteria will be whether or not work was performed with the permission of Management.

2. An employee must be offered and work his own overtime first. He cannot refuse overtime on his job, classification, or department and accept other overtime unless he is the only qualified employee who can perform the work. 765
3. Overtime, declined by the employee on the job will be offered to qualified employees of the respective department lowest in overtime and highest in seniority. Once the supervisor clears the department, it is the sole responsibility of the employee to secure a qualified backfill, to be done on his/her break time. If the employee is unable to find a qualified backfill, the employee must notify the supervisor. The supervisor will contact the area committeeman or steward who will have one (1) hour to provide the names of the qualified employee(s) who has agreed to work, this shall release the Company of any liability. 766
4. An employee who has bid in a job and is held by the Company will be entitled to all overtime in the department where he is being held. 767
5. When an employee has been displaced and the employee displacing him is borrowed back to the job he received displacement rights from, the displaced employee will continue to be treated as the occupant of that job and entitled to all overtime as long as the employee is being borrowed. 768
6. When an employee has used displacement rights and is borrowed back to that job, he is entitled to overtime in that department from which he received displacement rights. 769
7. An employee shall take his TOTAL overtime hours worked with him from job to job during the term of this Agreement. 770
8. When overtime is scheduled Monday through Friday with 24 hours notice, the overtime must be worked by the employee. If the employee refuses, he would be subject to the pass policy language. If 24 hour notification is not given, he will be excused. 771

9. Extra overtime is identified as overtime work required on the voluntary shift. An extra overtime sign up sheet will be provided by the company. Employees desiring to work extra overtime must sign up prior to Wednesday 10:00 a.m. (Monday 10:00 A.M. for an altered posting) for the following voluntary weekend. Employees may sign up before or at the end of their shift, during breaks or lunch. Extra overtime will be offered to those employees, who sign up, lowest in overtime, highest in seniority, and qualified for the positions available. Overtime hours will be the hours as of Wednesday 10:00 a.m. sign up deadline. Employees who sign up and refuse extra overtime will be charged regardless of notification. Once the Company and the Union designee clears the extra overtime sign up sheet, there will be no liability.

10. Weekend posting procedure: for mandatory overtime will be posted no later than the beginning of third (3rd) shift on Friday, voluntary overtime will be posted no later than Thursday third (3rd) shift. This schedule may be altered no less than Seventy-Two (72) hours prior for holidays and shutdowns with written notice to the union by the company. If proper notification is not given, the employee will not be charged attendance deviations.

QUALIFICATIONS

An employee must be capable and qualified to setup and operate an open job before he may accept and work any overtime when less than entire department is scheduled.

EMPLOYEES NOT ELIGIBLE FOR OVERTIME

	775
1. Employees are not eligible for overtime Monday through Friday if they are taking a day of vacation when overtime is required.	
	776
2. Employees are not eligible for any overtime during the week, including Saturday and Sunday, if they declare they are taking a unit week (seven consecutive days) of two unit weeks.	
	777
i. Overtime charging procedure is to be the amount of actual premium paid hours.	
	778
ii. Those employees who will be charged:	
(a) All employees who refuse qualified overtime with appropriate 24 hour notification.	
(b) An employee on leave of absence or off sick either due to an industrial injury or personal injury or sickness.	
(c) If an employee is absent or leaves prior to scheduling of overtime on a Thursday, on either his own job or a qualified open job and he returns on Friday, he will be asked.	
(d) Any employee who is absent Thursday and Friday and fails to call his supervisor to see if overtime is scheduled.	
e) All employees who accept scheduled overtime.	
(f) Any time overtime is offered and accepted and later rejected, the employee will be charged and ineligible for any other overtime.	
	779
iii. Those employees who will not be charged:	
(a) An employee on approved reserve duty, vacation, jury duty, or bereavement.	
(b) Employees who refuse qualified overtime without 24 hour notice.	
	780
Overtime records will be kept in each department. Overtime records kept by supervision will start at zero for each employee on the first Monday after the signing date of this contract and will be zeroed on March 1 st of each year of the contract. The area Committeeman or Steward will have access to check these records at any time. When overtime is scheduled with proper 24 hour notification, employees will be required to work the overtime.	
	781
Employees recalled or newly hired will be slotted into the department they are assigned based on total <u>department/job</u> average of total overtime <u>hours of all shifts</u> . An average will be calculated <u>when recalled or newly hired employees start</u> .	

OVERTIME PHONE-IN PROCEDURE

i. If an employee leaves work or is out of the plant for any reason Thursday and/or Friday when overtime is scheduled for, it shall be his obligation to contact his supervisor or in his absence, the Human Resources office within five (5) hours from the start of his scheduled shift on Friday if he wishes to work. When the Human Resources office is closed, the calling party will be connected with the ranking member of Management on that shift. If not available, the guard will take the call. If an employee calls out of sequence he will be asked to leave a phone number where he can be reached so any remaining employees with less overtime are allowed to fulfill their "phone-in" requirement. Should he make such contact, the remaining obligation to properly schedule the employee will be with the Company. The Company will return the employee's call within six (6) hours after the start of the shift if he is scheduled to work.

782

ii. All calls will be made in the presence of a Union official (if none present, any Union member) and will be on a station-to-station basis, if it is not a local call.

783

iii. In the event an employee does not report for weekend overtime within one (1) hour of the start of the shift, the Company will have no obligation to fill the job. Should the Company determine to fill the job, the Company will make one (1) telephone call to the telephone number on record in the Human Resources office in the order specified in this section. If the employee calls in and states that they will be late, the Company may use another departmental employee already working to perform the job until the late employee arrives, providing notification to Union and reasonable cause for the move. In the event the non-performance of the job would cause line downs, missed shipments, or deliveries a qualified non-departmental employee may be used to perform such job. It is understood that the non-departmental employee will remain on the job no longer than approximately one (1) hour without the employees' agreement. Further, if the duration is expected to exceed approximately one (1) hour in length the regular call in procedure shall apply.

784

If the employee who was late reports to work after the telephone call was made to another employee who accepts the overtime, the late employee will be sent home.

785

iv. If the Company is unable to complete the call on the first attempt or fails to receive a commitment (accept or reject) from the employee to work on the first call, the Company's obligation to that employee will be fulfilled. If the employee's telephone is busy, the supervisor will wait five (5) minutes and repeat the call once.

786

v. Should an employee report for weekend overtime and leave before three (3) hours after the start of the shift, the Company will make the determination as to whether or not to fill the job. Should the Company determine to fill the job, the Company will make three (3) phone calls and if the effort to contact a qualified employee fails, the Company will have the option to transfer any employee.

787

vi. Should an employee leave work after lunch on Friday or an employee that has called in on Friday and overtime becomes known (either on his own job or an open job), in the afternoon, the Company will contact the employee in accordance with ii, iii, iv above. This contact to be made as late as the start of the employee's shift on the day the overtime is to be worked.

788

vii. When an employee is on Company property on Union business it is his obligation to contact the foreman for overtime work. When Union officials are away from the plant on Company paid Union business, it is the Company's obligation to notify the Union official for overtime work. When Union officials are away from the plant on Union paid business, it is the Union official's obligation to contact the foreman for overtime work.

789

viii. When an employee leaves work after their shift on Friday or Saturday and the Company schedules overtime, the Company will refer to the overtime procedures in an attempt to schedule the overtime. The Company will attempt to contact the employee by phone, with the last attempt being four (4) hours after the initial attempt. If no contact is made within the 4 hour period, the Company's obligation is complete without further liability. If the Company decides to continue the effort to fill the overtime, the Company will refer to the Report in/Call-in procedure in this Section.

790

Section R. Report In/Call In Pay

An employee reporting for work at the beginning of his regular shift, without having been notified not to report but for whom no work at his regular job is available, will be offered at least four (4) hours of employment at some other work at his regular base rate of pay. If he is sent home before completing the four (4) hours, he shall be paid the balance of the four (4) hours at his base rate. This provision shall not apply when the lack of work is due to a labor dispute, power failure, fire or flood.

791

If an employee is sent home prior to completion of four (4) hours because of disciplinary suspension, he shall be paid any call-in due at his base rate.

792

An employee who is called in for special work after he has left the Company's premises for the day shall be provided at least four (4) hours of work, or in case less than four (4) hours of work is available, shall be paid for a minimum of four (4) hours his regular base rate of pay. If he is sent home before completing the four (4) hours, he shall be paid the balance of the four (4) hours at his base rate.

793

The minimum pay provision of this section shall not apply if the employee requests and is granted permission to go home before four (4) hours.

794

Section S. Pension and Insurance

795

The details of the Insurance, Pension and Supplementary Unemployment Benefits Plans shall be included in a separate Supplementary Agreement. Weekly co-payment on health insurance will be grandfathered for those employees retiring before March 3, 1989.

Section T. Transfer Supplemental Retirement Clause

796

1. In the event the Company plans to transfer or relocate operations or components from the Lafayette Plant to another TRW Plant, the following procedure shall apply:

- a. The Company will identify the number of jobs to be affected.
- b. A notice will be placed on the Company bulletin boards stating that eligible employees requesting retirement for the next 30 days will be eligible for the additional supplement in seniority order up to the number of affected jobs previously identified by the Company. Any such interested employee shall make application in the Human Resources Office.
- c. After the 30 day period, if the full number of affected jobs has not been offset by retirements, the Company will follow the contractual layoff provisions. This procedure only applies in the event of relocation or transfer of products or a portion of a product from the Lafayette Plant.
- d. The Union agrees that when the Company decides to transfer or relocate operations or components from the Lafayette Plant to another plant, an additional retirement supplement of \$75 per month per employee will be offered to those employees eligible for retirement at the time of the transfer or relocation and layoff would result within 6 months. This supplement will either be a monthly payment of \$75 or a lump sum payment of \$75 times the number of months between the employee retirement and age 62. The maximum number of employees who may elect to retire under this provision shall not exceed the total number of employees affected as a result of the Company's decision. In the event that there are more employees eligible for retirement than the total number subject to layoff, seniority shall govern. Eligible employees must elect to retire and accept the supplement during a thirty day period to be determined by the Company, provided however, retirement and acceptance of this supplement is a voluntary decision by the eligible employee.

Section U. Compensation for Industrial Injury

If the injury occurs prior to the completion of the first four (4) hours of scheduled shift, the employee will receive a maximum of four (4) hours pay for that day.

797

If the injury occurs after the first four (4) hours of scheduled shift, the employee will receive a maximum of eight (8) hours pay for that day.

700A

If the employee is tardy, the available hours for compensation will be reduced by an equivalent amount.

701A

702A

Section V. Military Leave Pay

The company will compensate an employee who is on a short- term military leave the difference between his/her military pay and his/her normal straight time base rate, not to exceed 40 hours.

ARTICLE VIII - GENERAL PROVISIONS

Section A. New Equipment

On request, the Company will advise the Union as to whether new equipment shall be considered a replacement, a part of a multiple machine arrangement, or a regular, new, or-open job.

801

Section B. Initial Start-Up of New Equipment

After the initial start-up period, training will be provided by an hourly employee if one is qualified to give such instruction. If there is no hourly employee who is qualified a member of management may provide the training.

802

Management may perform any setup or preparation on the new piece of machinery as necessary prior to the determination that the machine is ready and capable of production. After initial preparations, management and hourly employees will work together on production runs until the machinery is released. Management will not perform work which would be classified as production on a released piece of equipment.

803

Employees in the Skilled Trades classifications will continue to be used as has been the practice prior to the date and signing of this Collective Bargaining Agreement.

804

Section C. Hours of Work

1. The regularly established workweek shall consist of seven (7) consecutive days starting at 11:00 p.m. on Sunday evening. The first shift will be scheduled as 7:00 a.m.-3:30 p.m., the second shift will be scheduled as 3:30 p.m.-12:00 midnight, and the third shift will be scheduled as 11:00 p.m.-7:00 a.m. 805
2. The normal hours of work for which employees will be paid at straight time rates shall be eight (8) per day and forty (40) per week; except as otherwise provided in this Agreement, employees shall receive pay at the rate of one and one-half (1 1/2) times their regular rate of pay for all hours worked by them in excess of eight (8) in any one (1) day or forty (40) in any one (1) week. Time worked by an employee before the start of his regular shift on any day shall be considered as overtime worked on that day and paid as such, provided the employee works in excess of eight (8) hours. The exception to the provision is when an employee is on travel status. Travel time is the time required to travel from an employee's fixed work location to their work assignment in another city. Travel time will be compensated at the employee's straight time rate. 806
- Overtime scheduling for Saturday or Sunday will be done with eight (8) hours per shift as the normal maximum. Should the Company encounter circumstances which require more than eight (8) hours overtime on a given shift, the Company will advise the Union as to the reasons the overtime must be worked in such a fashion and the parties will mutually agree before the overtime is worked. 807
3. On one (1) or two (2) shift levels of operation, there will be a thirty (30) minute close down for lunch during each shift unless otherwise agreed by the Company and the Union. 808
4. Under three (3) shift levels of operation when the work hours are eight (8) per shift, a lunch allowance of eighteen (18) minutes will be granted to all employees actually taking such time out for lunch, at such employees' regular hourly rate of pay. 809
5. Employees will be entitled to a work break twice during the course of each shift, provided that the employee works no less than seven (7) hours during the workday. The specific break period will be designated by the Company and will be designated such that one break period will be in the first half of the shift, and the second break period will be in the last half of the shift. Maximum break period will be twelve (12) minutes for each break. Nothing in the provision would prohibit any employee from the use of the employee's designated vending area outside the normal break time, provided the employee acquires his food or drink and promptly returns to his work assignment. 810
- On twelve (12) hour shifts employees will be entitled to three (3) twelve (12) minute breaks, the last of which will be taken not later than the tenth (10th) hour of that workday. 811

6. Paid Lunch: 812
- a. The paid lunch shall begin on the date the newly established job is occupied. 813
 - b. The paid lunch for the job will be used by the employee who temporarily replaces the regular operator on a short-term daily basis or will be used by the employee who fills the job if it is posted on a "conditional" basis. When an employee who is in a multiple classification and receiving a paid lunch does not claim the paid lunch on any day or days (because of absence, vacation, leaving prior to lunch, or other similar reasons), the paid lunch must be taken by the senior man in the classification who is at work at lunch time. 814
 - c. Under no circumstances will people on paid lunch alternate or rotate this paid lunch period with any other employee. If there are two men in the same job classification and only one is to be on a paid lunch, the man with the most seniority will be given his choice and if he refuses, the second man must accept such paid lunch. If on a Saturday or Sunday only one employee is in for work, such employee under these circumstances will work on a paid lunch basis. 815
 - d. If an employee selects or is transferred to an open paid lunch job prior to lunch time, he shall work until the end of the paid lunch shift and then go home. He will receive the paid lunch. If this employee goes on a job that is normally run on a three shift basis after the lunch period, he will work this job until the time the second or third shift operator comes in and displaces him or the end of his regularly scheduled shift, whichever shall come first. 816
 - e. When a paid lunch employee is giving or receiving instructions during the lunch period, both the instructor and the instructee will be on a paid lunch.

Section D. Notice of Schedules of Work

- 1. The determination of the starting time of the daily and weekly work schedules shall be made by the Company and such schedules may be changed from time to time to suit varying conditions of the business. 817
- 2. It is agreed the Company will not change the starting time of the shift hours to make them more than two hours later than the hours in effect at the signing of this contract, except as required by regularly scheduled overtime. Notices pertaining to changes in hours or shifts will be posted at least twenty-four (24) hours in advance of such changes. Employees who are requested to work overtime will be given at least twenty-four (24) hours notice in advance, and if due to emergency conditions this cannot be given, such failure upon the part of the employee to work such overtime will not cause such overtime to be charged against the employee. 818

Section E. Non-Bargaining Unit Work

Salaried employees will not perform work regularly performed by any member of the Bargaining Unit except in the following types of situations:

1. In the instruction or training of employees when no qualified members of the Bargaining Unit are available to perform such instructions, with the exception of instructions requiring thirty (30) minutes or less time. 819
2. In cases of trial runs on products or processes which are being developed. 820
3. Performance of work for required metallurgical tests. 821
4. In solving technical problems requiring hands on contact with machines or product. In such cases, the hourly employee will be in the department and will be used to perform setups and all other job duties, except in emergency situations when an hourly employee is not available. Hourly employees may be performing other production needs of their job responsibilities during this period. If repairs are required, the appropriate skills classification will perform such repair. 822
5. Employees of vendors will be allowed to sort defective material on company premises. If TRW machinery or equipment is to be used an hourly employee will be present. 823
6. Salaried employees may transport parts (e.g., tools, supplies, manufactured or purchased parts) through the plant as long as it is incidental to their jobs and does not constitute delivering parts to bargaining unit employees. The transportation of parts should not result in the use of hand trucks or lift equipment. 824

Any violation which deprives a regular employee represented by the Bargaining Unit from the performance of such work, will require the payment of base rate for 1/2 hour straight time or actual time if greater than 1/2 hour for normal working hours, and 1/2 hour overtime or actual time if greater than 1/2 hour for overtime hours to such employee for such time spent in violation of the Agreement. 825

Section F. Work Cell Definition

A work cell is a grouping of operations and/or machines together so as to minimize the lead time, material handling, and inventory levels involved in producing the product. The operations would be grouped in a sequential manner in an attempt to complete the product or to combine as many operations as feasible. Parts will be processed sequentially rather than batched. 826

Reductions in the number of employees in a work cell will be accomplished by giving the most senior employee the choice of whether to stay on the job or take displacement rights. 827

Any qualified member of a work cell may give instructions to anyone in the work cell. All work cell employees are expected to rotate on all positions and be qualified on those positions. 828

Section G. Physical Inventory

830

From time to time the Company will determine that a physical inventory must be conducted. Normally these physical inventories will be conducted on first and second shift. If this occurs, employees on third shift will be offered, in seniority order, shift preference provided that there is an opening.

831

During and following the physical inventory, employees may be used for plant-wide clean up or on their own jobs. Further, no paid lunch will be provided for those employees whose job normally receives a paid lunch.

Section H. Temporary Assignment

832

During the plant shutdown, employees may be voluntarily assigned an open job. Further, during Union Negotiations, employees may voluntarily be assigned the Union Bargaining Committeeman's position as an open job. During such time an employee accepts a voluntary assignment, he/she will forfeit overtime on their own job.

Section I. Employee Payroll

833

In the event an employee is underpaid in error, and the error was caused by a member of management, the employee will be offered the option of reimbursement within that week. However, if the error was caused by the hourly employee, the employee will be reimbursed on the following weeks' paycheck.

ARTICLE IX - ATTENDANCE GUIDELINE

Purpose:

Management is responsible for uniform and consistent administration of attendance policies. An employee is expected to report to work on all scheduled workdays, be ready to start work at the beginning of their shift, at the end of breaks and lunch, and to complete their shift.

Therefore given the above, it is Management's intention to take a constructive approach to employee behavior problems to ensure that actions which would interfere with the proper function of the operation of an employee's job are not continued. As such, supervision, with the aid and guidance of Human Resources and the Union, are expected to follow these regulations fairly, providing a uniform policy in correcting behavior. Based on this objective, this guideline has been developed.

Leaves of Absence:

Management is responsible for monitoring the attendance of their employees as required in Article VII of the Collective Bargaining Agreement. In turn, an employee should notify their immediate Supervisor and/or Human Resources as far in advance as possible of the need for a leave of absence and provide copies of documents that support the request.

The requirement for advance authorization of leave of absence may be waived in emergency situations, provided the immediate Supervisor and/or Human Resources is notified of the absence reason before the start of the fourth consecutive workday of such absence. If an employee fails to notify Human Resources by the end of the third (3rd) consecutive workday, he/she will be discharged under Article III, Section H, Item 4 (Loss of Seniority) of the Collective Bargaining Agreement.

Employees who are on extended leave of absence due to sickness or accident will be required to provide a medical release to Human Resources the day before they may return to work.

Absence Procedure:

The following procedure covers a number of specific steps, which will be followed by the Company and are outlined below:

Definitions:

1. Absence: failure to report to work on a scheduled workday.
2. Tardy: reporting to work late after the start of the scheduled workday.
 1. Leaving due to Illness: An employee being ill and leaving the plant during the scheduled workday having exhausted allowed passes for this purpose.

2. Attendance Deviations: all or a portion of a scheduled workday during which an employee is not present and available for work. This includes absences of scheduled qualified overtime.
3. Attendance Variations: the following absences that are approved and recognized in accordance with the Collective Bargaining Agreement:
 - Approved Union business.
 - Utilization of earned vacation time.
 - Approved leave of absence.
 - A prior approved absence of any portion of a scheduled workday which is used for an employee's scheduled doctor appointment.
 - Snow emergency, an employee who resides in a county that has declared a snow emergency will not be required to report to work.
 - Authorized occupational medical injury time off.
 - Jury duty or subpoena witness duty.
 - Bereavement leave.
 - Disciplinary suspensions.
 - Becoming ill during the workday: the employee will be allowed two (2) passes through out the vacation year without the support of a Doctor slip.
 - Two (2) illnesses of one (1) or more consecutive days and one (1) sick day, can be used during the vacation year, as outlined in Article VII, Sub-section J1, par. 720, that are supported by a doctor's excuse, provided the employee is not under any attendance disciplinary action. The employee may call in sick in accordance with Article IX paragraph 915, and a doctor's slip (either a single or multiple day) will be substituted for such call. In the event the absence is longer in duration than one day, it must be supported by a multiple day doctor's slip. If an employee is under disciplinary action and has not used all of the above or the passes allowed for the purpose of being ill during the work day, he will be allowed to use only one of the doctor/sick day approved attendance variations and one of the passes for being ill during the workday.

908

The attendance system outlined below places the following values on attendance deviations:

• All Scheduled workdays	• One (1) point for any two (2) hour increment within a scheduled workday.
• Full day absence point cap	• No more than four (4) points can be charged for any one-day absence.

909

If an employee accumulates attendance deviations exceeding ten (10) points within a sixty (60) day continuous period of time he/she will be subject to disciplinary action. Time off on an approved leave will not count as time worked in calculating the sixty (60) day period or considered as time that breaks the continuous period of time.

Disciplinary Action:

Once an employee has exceeded ten (10) attendance deviation points within a sixty (60) day period they will be placed in the attendance system. While the employee continues to deviate the policy, his/her points will continue to accrue. Upon the employee's return to work management will calculate the total # of points the employee has used to determine the placement in the appropriate level of the system, not to exceed two progressive steps.

It is Management's responsibility to administer the appropriate formal disciplinary action within seventy-two (72) working hours after the employee has returned to work. While the employee is in any step of the formal disciplinary sequence, he will not be able to exceed the number of acceptable attendance deviations without being subject to the next step in the disciplinary process. The seventy-two (72) working hours will not apply if FMLA is denied.

911

Formal disciplinary action for attendance deviations is administered in the following sequences in accordance with the provisions of progressive discipline:

- 1st warning notice
- 2nd warning notice
- 3rd warning notice
- 4th warning notice
- Discharge

912

Following the schedule outlined below, any initial disciplinary action or warning notice given will be nullified after the date of the last occurrence that prompted the disciplinary action, unless the employee has exceeded the number of attendance deviations during the disciplinary period. In the event an employee does exceed the number of attendance deviations, the employee will be issued the next disciplinary action as stated. Time off on an approved leave will not be counted as time served within the disciplinary period.

913

An employee who has received formal discipline of a 1st or 2nd warning notice under the table outlined below and does not remain six (6) consecutive months outside the attendance disciplinary system will be placed back into the disciplinary system at the next elevated progressive step that they had not received. An employee who has received formal discipline of a 3rd or 4th warning notice under the table outlined below and does not remain twelve (12) consecutive months outside the attendance disciplinary system will be placed back into the disciplinary system at the next elevated progressive step that they had not received.

The provision of Article IX, paragraph 913, will apply to all employees who enter the attendance system after the ratification of this agreement. Employees currently in the attendance system, who progress to the next level in the system, will be subject to this provision.

Formal Disciplinary Action	Time Limit of Discipline	Acceptable # of Attendance Deviations
1 st warning notice	90 calendar days	One (1) point
2 nd warning notice	120 calendar days	Two (2) points
3 rd warning notice	150 calendar days	Two (2) points
4 th warning notice	180 calendar days	Two (2) points
Discharge	N/A	N/A

Employee notification

An employee who is going to be tardy or absent is required to provide notice to their supervisor and/or designee within one (1) hour following the start of their shift. Barring any unusual or mitigating circumstances failure to provide such notice will be considered a Group IV violation under Section III of the Plant rules.

915

Pass Policy

If an employee requests to leave work for legitimate reasons, other than leaving due to the employee being ill, and receives permission from his supervisor, he shall be given an excused pass to leave the facility. If an employee refuses to perform a work assignment or leaves work without the permission of his supervisor, the employee will be issued an unexcused pass subject to disciplinary action for insubordination. It will be up to the supervisor's discretion whether a pass will be supported with/without attendance deviations.

916

Whenever a pass is issued to employees to leave the plant, this pass should be signed by the supervisor or designated representative of Management authorized to issue such pass. The pass must be left with a security guard at the guard house area if there is a guard available. This signing is important for the Payroll Department. If the employee returns to work after he has left the plant with a pass, he must sign back in on the time sheet, and his time will be picked up by the Payroll Department from the time sheet and the sign out on the pass.

917

ARTICLE X - SKILLED TRADES / ASSOCIATED SKILLED TRADE SUPPLEMENTARY AGREEMENT

Section 1

Section 1A. Skilled Trades and Associated Skilled Trade Units

1001

The purpose of this Supplemental Agreement shall cover all the commonly recognized apprenticed trades' classifications. At this time the job classifications are:

1. Toolmaker
2. Machine Repair
3. Electrician
4. Lay-out Inspector (Associated Skilled Trade)
5. Junior Journeyman 1002
6. Senior Journey

In the future, as conditions require, additional job classifications may be added to the above list.

Junior Journeyman – New employees that meet a minimum six (6) years of documented progressive experience as outlined in Section 1B Seniority. These employees will maintain Junior Journeyman status until Journeyman requirements are met.

Senior Journeyman – Journeyman who have completed the Pay-For-Knowledge Program and have agreed to progress into a multi-skill role where there are no incidental work rule restrictions. These individuals will complete the required training, education and work requirements of the position.

Section 1B. Seniority

Seniority in journeyman classifications shall be based upon the employee's length of service with the Company from his date of hire, except as provided elsewhere in this Agreement. Seniority as defined above shall apply on a Skilled Trades wide basis.

A new employee claiming to be eligible for a UAW journeyman card shall be placed on a temporary seniority list for a period not to exceed six (6) months from date of hire. In the event a newly hired employee does establish his status as a journeyman, his seniority shall date from his original hiring date. The exception will be new employees with at least six (6) years, but less than eight (8) years, of documented progressive experience/education in skilled trades. These employees will be placed on a separate seniority list for a period not to exceed two (2) years from date of hire.

It shall be the responsibility of such a newly hired employee to provide the Company and the Union with satisfactory proof of his years' experience/education and/or eligibility for a UAW journeyman card within a period of time not to exceed six (6) months from date of hire. Newly hired employees shall not acquire permanent seniority status until such time as they are certified as journeymen as defined in Section G of the Skilled Trades Supplementary Agreement.

In the event a newly hired employee fails to establish his years' experience/education and/or status as a journeyman, within six (6) months of date of hire, it shall be deemed that the experience presented to the Company and the Union Journeyman Card Committee did not satisfactorily meet the standards of the Skilled Trades classification for which he was hired, in which event he shall no longer be retained as an employee of the Company in such classification.

Section 1C. Layoff Procedure

In case of layoff, the following procedure shall be used:

1. Probationary journeyman
 - Not completed 60 day probation per Article III Section B.
 - Not proven his journeyman status with at least 8 years' experience.
 - Not proven his journeyman status with the completion of the apprenticeship program.
2. Least senior employee within the occupation
3. Recalls shall be made in reverse order of the layoffs.

In the event a job is eliminated or an employee is displaced, the affected employee shall be entitled to displace the least senior employee in other job classifications. However, the senior employee either must have previously held that classification within the plant or the work of such classification must be included in the curriculum of the classification from which the senior employee has been displaced or eliminated.

Section 1D. Preference

1009

An employee may exercise shift plant preference by reporting to the Human Resources office and signing a shift/plant preference card. When the card is signed, the shift/plant change is binding and the minimum seven (7) day period will begin and the following steps will occur.

1. Human Resources will notify supervision of the change.
2. Supervision will notify the affected employee of the change.
3. The change will take place at the beginning of a workweek.
4. Once the employee's preference is made, he/she must remain for a minimum of six (6) months from the date of transfer, unless such job is eliminated or he/she is displaced.
5. The employee involved in such shift/plant preference shall be assigned to the job vacated by the employee exercising the shift/plant preference.

1010

The Company has agreed with the Union that if a vacancy occurs and either a new employee is to be hired to fill the vacancy or if a vacancy occurs due to the illness of an employee and such vacancy necessitates that the job be filled on the shift on which it occurs, the employees in the classification involved are to be contacted by seniority as to whether they wish to take such vacancy. If the vacancy is not filled in this manner, the least senior employee in the classification involved will be required to fill the vacancy. An employee in a job classification should not be forced to exercise shift preference under the contract which binds him for a minimum of sixty (60) calendar days if the placement is to be for less than sixty (60) days and is a temporary vacancy due to a leave of absence.

Section 1E Overtime

1011

Overtime shall be divided equally among those employees in the job classification in which such overtime is required provided, however, that the Company shall be allowed exception to this procedure when necessary to meet the needs of a given shift. The exception can include shift overlaps, which may have different starting times. The distribution of overtime among employees in the classification in which overtime is required shall be on the basis of TOTAL overtime.

Employees who are required to work overtime will be given at least twenty-four (24) hours notice in advance, and if due to emergency conditions this cannot be given, such failure on the part of the employee to work such overtime will not cause the overtime to be charged against the employee. Recalls or new hires will be slotted in with the average of all employees in their classification. All other questions concerning procedures for the distribution of overtime shall be considered to be governed by Article VII, Overtime Procedure.

1012

1. When less than all of a particular shift and classification are scheduled for overtime, the following procedure will be followed:

- a. First offer the overtime to that classification on that shift.
- b. If it cannot be filled by this group, the Company will then offer it to the others of that classification on the other shifts, lowest in overtime until they have the requirements or the classification has been exhausted.
- c. If the proper 24-hour notice had originally been provided, employees on the original shift who declined the overtime will be required to work if the work is not accepted by an employee of the other shift. They will be charged with the absence if not worked.

1013

2. Unscheduled or call-in overtime. The Company will first call the employee:

- a. Lowest in overtime in the proper classification who regularly works on the shift of the overtime requirements.
- b. If that employee cannot be contacted or refuses such overtime, the Company will continue calling employees lowest in overtime until the job is filled or until all employees of the classification on that shift have been exhausted.
- c. If the job is not filled by an employee of the proper shift, the Company will then start calling the needed classification of the other shifts lowest in overtime first until the job is filled or the list exhausted.
- d. If there is no regularly scheduled employee on a particular shift and call-in overtime is required, the Company will first call the employee lowest on overtime in the needed classification until the job is filled or the list is exhausted.
- e. In the event that call-in overtime is required, the employee accepting the overtime shall be paid a minimum of four (4) hours pay at the applicable rate unless the employee receives approval to leave prior to the four (4) hour minimum being exhausted.

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3. Shift overlap, with the exception of Saturday and Sunday, will be permitted in all classifications. In the case of the Tool room, availability of machinery will be considered in determining the extent to which shift overlap will be utilized. For purposes of training, shift overlap will be allowed when not working overtime.

Section 1F. Disability

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After the effective date of this Supplemental Agreement, when an employee in the Skilled Trades Unit becomes disabled and is unable to perform his duties, the Company may use him in the Production Unit provided there is no one laid off and he does not infringe on any member of the Production Unit and further provided that such disability is shown by medical evidence. He shall have no seniority, job bid, or displacement rights.

1016
It is understood that such disabled employee has all contract rights to sickness and accident or other contractual benefits and that none of the above provisions restrict such rights.

Section 1G. Journeyman

The term "journeyman" as used in this Agreement shall mean any person who is working in a job classification covered by this Agreement and who meets the following qualifications:

1. Who presently holds a journeyman classification in the plant with the privilege of still taking additional training necessary in order to become qualified and capable to perform all of the job requirements of the job classification.
2. Who has served a bona fide UAW approved apprenticeship and has a certificate which substantiates completion of such apprenticeship.
3. Who has had a minimum of eight (8) years of progressive experience in the job classification and can prove such experience by proper affidavits.

The Company shall consider the possession of a bona fide UAW journeyman card as proof of qualification for the purpose of this section.

Section 1H. Addition of Outside Journeymen

Whenever the Company intends to hire a journeyman from outside the plant for any one of the classifications, such employee's credentials shall be thoroughly examined by the Company representatives and the Union's Journeyman Card Committee.

The Company will make every effort possible to provide the employees who are now classified as journeymen and receiving journeymen rates of pay all of the necessary training required so they actually qualify as full-fledged journeymen. This would mean that certain of the present journeymen would have to be given experience and possibly even outside schooling in the various phases of their job to qualify them as all-around journeymen.

Any additional employees added to the total number of employees in the various Skilled Trades Job classifications shall be secured either from the outside as journeymen or secured under the provisions of the Apprenticeship Agreement. Any new hire will be subject to Article III, Section B, "Probationary Period".

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Section 1I. Maintenance Work by Outside Contractors

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In the event the Company makes a determination to have maintenance work, which it has the facilities and employee skills to perform, performed on the Company's premises by outside contractors, the Company will advise the Skilled Trades steward or Skilled Trades committeeman of such determination prior to the performance of the work. In the event the Union wishes to discuss the matter with the Company after being notified, the Company will discuss the matter with the Union Committee describing the nature of the work and reason it is being performed by an outside contractor; however, it is not the intention of the parties that such discussions would delay the performance of the work by the contractor. Nothing in this statement is intended to change the right of the Union to file a grievance in appropriate cases pursuant to Article II, Section F of the current Agreement.

1026

No outside contractors will use any machinery owned or leased by TRW Automotive U.S. LLC unless accompanied by the appropriate personnel, provided one is available. The outside contractor may use the equipment provided the union and company agree that all personnel are occupied and/or unavailable. This does not include any hand tools or other items of a similar nature. If a question arises, this should be discussed in advance if practicable.

1027

At any time the Company brings outside contractors into the plant to work, TRW Automotive U.S. LLC employees in the same work classification will work at least the same number of hours per day as the outside contractors if they are not working together on the same project. If the outside contractors and Company employees are working together on the same project, Company employees may start earlier than the outside contractors but the outside contractors will not work after the Company employees quit (floor resurfacing/revitalization, roof repair/replacement, and parking lot paving will be excluded from the provisions of this paragraph).

Section 1J. Removal of Fixtures, Multiple Drill Heads and Grinder Spindles

1028

Guideline for the removal of multiple drill heads, replaceable spindles, fixtures, and tools, all of which will be referred to as fixtures in this section, will be as follows:

1029

Operators will remove their fixtures when there is a change in operation or going from one part to another as part of their normal setup. When the fixture in use requires repair and there is a duplicate fixture available or the operator can change over to run another part, the operator will perform such change.

1030

The appropriate Tradesman will be responsible for the removal of fixtures that are being removed for the sole purpose of being repaired. When repairs are completed, it will be duties of the appropriate Tradesman to replace fixtures and make necessary alignment. Any time a fixture is removed and replaced the Tradesman will tag such fixture to let the operator know adjustment to the setup may be necessary.

1031

Nothing in this agreement is intended to change the lines of demarcation between Tradesmen.

Section 1K. Incidental Work Rule

1032

When a journeyman is assigned a job that is presumed to be in his skill set and he encounters work that is outside of his skill set, he may continue to work to complete the job as long as his safety is not at risk. This does not imply that any skill tradesman can be sent to do any job, he must be assigned work that belongs in his trade.

Section 1L. Agreement Applicability

1033

All sections of the Bargaining Agreement presently in effect which are not inconsistent with this Supplement shall apply to the skilled workers.

Section 1M. UAW Apprenticeship Program

1034

The UAW Apprenticeship shall continue in force until terminated by either party upon sixty (60) days notice to the other. Any such termination shall be effective only with respect to employees entering the apprenticeship program subsequent to the date of such termination, but such termination shall not affect this Agreement insofar as employees are concerned who become indentured apprentices prior to the date of such termination.

Section 2 Apprenticeship

1035

The parties entered into an agreement establishing certain apprenticeship standards, such standards having been formulated by the International Union Apprenticeship Committee, UAW, and its Local Union 531, as well as the Company.

Section 2A. Apprenticeship Eligibility Requirements

1036

The recruitment, selection, employment, and training of apprentices during their apprenticeship shall be without discrimination because of race, color, religion, national origin or sex. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30. In accordance with the subjective standards which permit review, after full and fair opportunity for application, this program shall be operated on a completely nondiscriminatory basis. The term of apprenticeship shall be as established by these apprenticeship standards in accordance with the schedule or work processes and related instruction. Copies of the UAW apprenticeship standards will be maintained by both the Company and Union.

Section 2B. Joint Apprenticeship Committee

1037

A Joint Apprenticeship Committee is hereby established. This Committee shall be composed of six (6) members, half of whom shall represent the Union. The Committee shall elect a chairman and a secretary. When a Company member is chairman, a Union member shall be secretary and vice versa. The Committee shall meet at least once a month or on call of the chairman or secretary or any two (2) members of the Joint Committee.

The Joint Apprenticeship Committee (already outlined) will have the basic skills outline for each skills classifications apprenticeship program in place for each classification within nine (9) months of signing of this agreement. This outline must conform to basic criteria required by U.A.W.

The Joint Apprenticeship Committee will establish a three step wage progression system, with the first step slightly higher than what is required for Journeyman to perform their work on a normal day to day basis. A mid-range step and a third step with its skill level spread across multiple skill classification, along with performing his own skill at a higher level. In the event that an impasse is encountered during the development of these steps, a seventh person being the Production Manager, will make the final decision. These steps and program will be developed within nine (9) months of ratification of this agreement.

Section 2C. Ratios

1038

The ratio of apprentices to journeymen shall be no more than one (1) apprentice to each three (3) journeymen employed, in each respective trade. Such ratio can be changed by mutual consent.

Section 2D. Additional Apprentices

1039

No new apprentice will be started in apprenticeship training in any one of the job classifications if there is a journeyman in such job classification laid off from employment due to a reduction in force.

The Company will offer a minimum of four (4) Apprenticeships during the agreement. A minimum of two (2) apprenticeships will be started no later than the end of the second year of the agreement and a minimum of two (2) additional apprenticeships will be started no later than the end of the fourth year of the agreement. If any employee(s) are on layoff status during the agreement, the apprenticeships will be on hold until all recall rights have been exhausted. Once the employee has successfully completed the apprenticeship program and gained Journeyman status, the employee will be required to continue their employment with TRW for a minimum of four (4) years. If the Journeyman chooses to leave TRW prior to the completion of the four (4) year period, the employee will be required to reimburse the total cost of the apprenticeship.

Section 2E. Apprentice Union Time

1040

Time lost for Union activity shall not be credited to the employee for the purpose of the apprenticeship training requirements.

Section 2F Seniority

1041

1. Shop Time : An employee within the Bargaining Unit represented by the Union becomes an indentured apprentice subsequent to his date of hiring by the Company, his general plant seniority, as provided for in the basic contract between the Company and the Union, relating to employees in the Bargaining Unit generally, shall continue to accrue during the period of his apprenticeship, and upon completion of his apprenticeship he shall have:

1a. General plant seniority running from his date of hiring; and

1b. Upon satisfactory completion of the apprenticeship program, the apprentices will have one hundred percent 100% journeyman seniority as of the date of entry into the apprenticeship.

1c. Seniority by classification.

1d. During the term of apprenticeship, apprentice seniority will be date of entry. Plant wide seniority will govern apprentices entering the program on the same date.

1042

2. Military Time: In the event the apprenticeship of an employee is interrupted by a period of military service and such employee upon completion of such service returns to the Company and completes his apprenticeship, he shall receive seniority credits as set out above and shall receive an additional seniority credit equal to the length of his service in the Armed Forces.

Section 2G. Training Needs

1043

Whenever machinery operated by a classified employee under the basic contract is required for the purpose of affording an apprentice experience required under the apprenticeship standards in the use of such machinery, the Company shall have the right, while such machinery is being so used by the apprentice, to assign the classified employee normally operating such machine to any other machine or direct said employee to assist the apprentice on such machine.

Section 2H. Wages

1044

All apprentices shall be paid according to the appropriate wage rate progression rate outlined in this Agreement.

Section 2I. Hours of Work

1045

An apprentice shall work the same hours during the contractual work week and be subject to the same conditions as the workers of his trade employed by the Company. Apprentices may work overtime hours providing that all workers of that trade in that department on that shift have been given first opportunity. In case an apprentice is required to work overtime, he shall receive credit on the term of apprenticeship for only the actual hours worked.

ARTICLE XI - DURATION

Section A. Time of Expiration

1101

This Agreement, dated March 9, 2012 shall continue in full force and effect without change through March 9, 2017 at 11:59 P.M... If either party desires to terminate this Agreement, it shall give written notice of the termination sixty (60) days prior to March 9, 2017. If neither party gives notice to terminate this Agreement as provided above or to modify this Agreement as hereinafter provided, the Agreement shall continue in effect from year to year after March 30, 2017 subject to termination by either party as of March 9, 2017 of any subsequent year on sixty (60) days written notice prior to such March 9, 2017.

1102

If either party desires to modify or change this Agreement it shall give written notice to such effect sixty (60) days prior to March 9, 2017, or any subsequent March 9, 2017. Within ten (10) days after receipt of said notice, a conference will be arranged to negotiate the proposals, in which case this Agreement shall continue in full force and effect until terminated as provided hereinafter. If notice of intention to modify or change has been given in accordance with the above provisions, this Agreement may be terminated by either party on thirty (30) day written notice of termination given on or after the next March 9, 2017 following said notice of intention to modify or change.

Section B. Effective Date

1103

The parties have agreed that this Agreement shall be effective March 9, 2012.

Section C. Reopener

1104

There will be no concession reopener for the term of this contract.

SIGNATURES of AGREEMENT

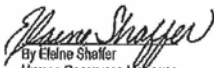
For the Company
TRW Automotive, North American Steering,



By L.J. Elliott
Director Human Resources



By Matt Wilkinson
Human Resources Manager

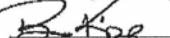


By Elaine Shaffer
Human Resources Manager



By Mark Stewart
Vice President, General Manager

For the Lafayette Plant



By Brian Kipp
Plant Manager

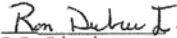


By J.R. Dye
Labor Relations Specialist



By Ken Loriz
Director, UAW - Region 2B

For the Union



By Ron Dubree Jr.
International Representative

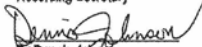
For UAW Local 531



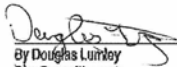
By Jeff Cohen
President



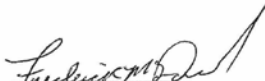
By Robert Bryant
Recording Secretary



By Dennis Johnson
Day Committeeman



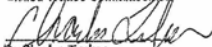
By Douglas Lurnley
Day Committeeman
South Plant



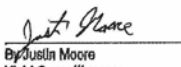
By Frederick McDonald
Chairman, Bargaining
Committee



By Don Stone
Skilled Trades Committeeman



By Charles Tucker
Night Committeeman



By Justin Moore
Night Committeeman
South Plant

ARTICLE XII - ATTACHMENTS

INDEX	TITLE
Attachment #1	North Plant Production Wage Rates
Attachment #2	North Plant Production New Hire Progression Wage Table Rates
Attachment #3	South Plant Production Wage Rates Skilled Trade & Associated
Attachment #4	South Plant Production New Hire Progression Wage Table Rates
Attachment #5	Skilled Trades Wage Rates
Attachment #6	Skilled Trades Letters of Agreement
Attachment #7	Paint Booth
Attachment #8	Overtime Clarifications- Letter of Understanding
Attachment #9	Electrical Work in Division Lab-Letter of Understanding
Attachment #10	Handling of Mail & Parcel Post
Attachment #11	Light Duty Provision
Attachment #12	New Hire Benefit Package
Attachment #13	Temporary Worker
Attachment #14	Wellness Program
Attachment #15	Profit Sharing Plan
Attachment #16	Voluntary Lay Off Letter of Agreement

ATTACHMENT # 1

NORTH PLANT PRODUCTION WAGE RATES

Effective March 9, 2012 through March 8, 2016

Title	2012	2013	2014	2015
Production Technician	\$19.21	Lump Sum \$800.00	Lump Sum \$800.00	Lump Sum \$800.00
Materials Technician	\$19.21	Lump Sum \$800.00	Lump Sum \$800.00	Lump Sum \$800.00
Production Operator	\$18.70	Lump Sum \$800.00	Lump Sum \$800.00	Lump Sum \$800.00
Inspector	\$18.70	Lump Sum \$800.00	Lump Sum \$800.00	Lump Sum \$800.00
Grandfathered Assembler*	\$18.28	Lump Sum \$800.00	Lump Sum \$800.00	Lump Sum \$800.00
Assembler	\$17.45	Lump Sum \$800.00	Lump Sum \$800.00	Lump Sum \$800.00
Materials	\$17.45	Lump Sum \$800.00	Lump Sum \$800.00	Lump Sum \$800.00
Plant Services Technician	\$17.45	Lump Sum \$800.00	Lump Sum \$800.00	Lump Sum \$800.00
Plant Services	\$16.79	Lump Sum \$800.00	Lump Sum \$800.00	Lump Sum \$800.00

Effective March 9, 2016

Title	2016
Production Technician	\$19.40
Materials Technician	\$19.40
Production Operator	\$18.89
Inspector	\$18.89
Grandfathered Assembler*	\$18.46
Assembler	\$17.62
Materials	\$17.62
Plant Services Technician	\$17.62
Plant Services	\$16.96

Note: The Department Coordinator will receive a \$0.85 per hour premium above the highest paid classification within that area of responsibility following their 90-day evaluation period.

* Employees in the Grandfathered Assembler classification were grandfathered at their current rate in the 2007 CBA. These employees will retain the grandfathered rate as long as they remain in the Assembler classification and do not initiate a move.

ATTACHMENT # 2

NORTH PLANT PROGRESSION SCALES

Effective March 9, 2012

Title	0 - 6 Months	12-Jun Months	18-Dec Months	18 - 24 Months	24 - 30 Months	30-36 Months	36-42 Months	42-48 Months	48-54 Months	54-60 Months
Production Technician	\$11.62	\$12.22	\$12.73	\$13.28	\$13.79	\$14.65	\$15.45	\$16.31	\$17.12	\$17.98
Materials Technician	\$11.62	\$12.22	\$12.73	\$13.28	\$13.79	\$14.65	\$15.45	\$16.31	\$17.12	\$17.98
Production Operator	\$11.36	\$11.97	\$12.47	\$13.03	\$13.43	\$14.24	\$15.05	\$15.86	\$16.67	\$17.47
Inspector	\$11.36	\$11.97	\$12.47	\$13.03	\$13.43	\$14.24	\$15.05	\$15.86	\$16.67	\$17.47
Assembler	\$10.61	\$11.21	\$11.72	\$12.12	\$12.57	\$13.33	\$14.09	\$14.85	\$15.60	\$16.36
Materials	\$10.61	\$11.21	\$11.72	\$12.12	\$12.57	\$13.33	\$14.09	\$14.85	\$15.60	\$16.36
Plant Services Technician	\$10.61	\$11.21	\$11.72	\$12.12	\$12.57	\$13.33	\$14.09	\$14.85	\$15.60	\$16.36
Plant Services	\$10.10	\$10.71	\$11.21	\$11.62	\$12.07	\$12.78	\$13.48	\$14.24	\$14.95	\$15.66

Effective March 9, 2016

Title	0 - 6 Months	12-Jun Months	18-Dec Months	18 - 24 Months	24 - 30 Months	30-36 Months	36-42 Months	42-48 Months	48-54 Months	54-60 Months
Production Technician	\$11.74	\$12.34	\$12.86	\$13.41	\$13.93	\$14.80	\$15.60	\$16.47	\$17.29	\$18.16
Materials Technician	\$11.74	\$12.34	\$12.86	\$13.41	\$13.93	\$14.80	\$15.60	\$16.47	\$17.29	\$18.16
Production Operator	\$11.47	\$12.09	\$12.59	\$13.16	\$13.56	\$14.38	\$15.20	\$16.02	\$16.84	\$17.64
Inspector	\$11.47	\$12.09	\$12.59	\$13.16	\$13.56	\$14.38	\$15.20	\$16.02	\$16.84	\$17.64
Assembler	\$10.72	\$11.32	\$11.84	\$12.24	\$12.70	\$13.46	\$14.23	\$15.00	\$15.76	\$16.52
Materials	\$10.72	\$11.32	\$11.84	\$12.24	\$12.70	\$13.46	\$14.23	\$15.00	\$15.76	\$16.52
Plant Services Technician	\$10.72	\$11.32	\$11.84	\$12.24	\$12.70	\$13.46	\$14.23	\$15.00	\$15.76	\$16.52
Plant Services	\$10.20	\$10.82	\$11.32	\$11.74	\$12.19	\$12.91	\$13.61	\$14.38	\$15.10	\$15.82

ATTACHMENT # 3

SOUTH PLANT PRODUCTION WAGE RATES

Effective March 9, 2012 through March 8, 2016

Title	2012	2013	2014	2015
Production Operator	\$15.30	\$15.61	Lump Sum \$600.00	Lump Sum \$600.00
Inspector	\$14.79	\$15.09	Lump Sum \$600.00	Lump Sum \$600.00
Assembler/Materials	\$14.28	\$14.57	Lump Sum \$600.00	Lump Sum \$600.00
Plant Services	\$12.24	\$12.48	Lump Sum \$600.00	Lump Sum \$600.00

Effective March 9, 2016

Title	2016
Production Operator	\$15.92
Inspector	\$15.39
Assembler/Materials	\$14.86
Plant Services	\$12.73

ATTACHMENT #4**SOUTH PLANT PROGRESSION WAGE TABLES****Effective March 9, 2012**

Title	0 - 6 Months	12-Jun Months	18-Dec Months	18 - 24 Months	24-30 Months	30-36 Months	36-42 Months	42-48 Months	48-54 Months	54-60 Months
Production Operator	\$12.24	\$12.55	\$12.85	\$13.16	\$13.46	\$13.77	\$14.08	\$14.48	\$14.79	\$15.05
Inspector	\$11.73	\$12.09	\$12.34	\$12.60	\$12.85	\$13.11	\$13.36	\$13.62	\$14.13	\$14.43
Assembler/Materials	\$11.22	\$11.53	\$11.83	\$12.09	\$12.34	\$12.55	\$12.75	\$12.95	\$13.21	\$13.57
Plant Services	\$10.71	\$10.91	\$11.12	\$11.32	\$11.53	\$11.73	\$11.83	\$11.93	\$12.04	\$12.14

Effective March 9, 2013

Title	0 - 6 Months	12-Jun Months	18-Dec Months	18 - 24 Months	24-30 Months	30-36 Months	36-42 Months	42-48 Months	48-54 Months	54-60 Months
Production Operator	\$12.48	\$12.80	\$13.11	\$13.42	\$13.73	\$14.05	\$14.36	\$14.77	\$15.09	\$15.35
Inspector	\$11.96	\$12.33	\$12.59	\$12.85	\$13.11	\$13.37	\$13.63	\$13.89	\$14.41	\$14.72
Assembler/Materials	\$11.44	\$11.76	\$12.07	\$12.33	\$12.59	\$12.80	\$13.01	\$13.21	\$13.47	\$13.84
Plant Services	\$10.92	\$11.13	\$11.34	\$11.55	\$11.76	\$11.96	\$12.07	\$12.17	\$12.28	\$12.38

Effective March 9, 2016

Title	0 - 6 Months	12-Jun Months	18-Dec Months	18 - 24 Months	24-30 Months	30-36 Months	36-42 Months	42-48 Months	48-54 Months	54-60 Months
Production Operator	\$12.73	\$13.06	\$13.37	\$13.69	\$14.00	\$14.33	\$14.65	\$15.07	\$15.39	\$15.66
Inspector	\$12.20	\$12.58	\$12.84	\$13.11	\$13.37	\$13.64	\$13.90	\$14.17	\$14.70	\$15.01
Assembler/Materials	\$11.67	\$12.00	\$12.31	\$12.58	\$12.84	\$13.06	\$13.27	\$13.47	\$13.74	\$14.12
Plant Services	\$11.14	\$11.35	\$11.57	\$11.78	\$12.00	\$12.20	\$12.31	\$12.41	\$12.53	\$12.63

ATTACHMENT #5

**SKILLED TRADE WAGE RATES
&
ASSOCIATED SKILLED TRADE WAGE RATES**

Effective as of Ratification

Title	1 st Month	6 th Month						
Journeyman	\$ 22.50	\$ 23.00						
Lay-Out Inspector	\$ 20.23	\$ 20.73						
	0-6 month	6-12 month	12-18 month	18-24 month	24-30 month	30-36 month	36-42 month	42-48 month
Skilled Trades (apprentice)	\$19.50	\$20.00	\$20.50	\$20.75	\$21.00	\$21.25	\$21.50	\$21.95
L.O.I. (apprentice)	\$18.50	\$18.60	\$18.70	\$18.80	\$19.00	\$19.20	\$19.40	\$19.65

When apprenticeship is complete, the employee will move to the top of the journeyman scale.

ADDITIONAL NEW WAGE PROGRESSION

Title	Top Wage	
Senior Journeyman	\$ 24.00 Effective 3/1/13	
	6-7 yrs. Experience	7-8 yrs. Experience
Junior Journeyman	\$20.50	\$21.50

When a Junior Journeyman receives his UAW Journeyman Card, the employee will move to the top of the journeyman scale.

ATTACHMENT #6

Skilled Trades –Pay-for-Knowledge-Program, Work Orders, Toolmaker

Upon the completion of the Pay-For-Knowledge-Program when all criteria are met, a Journeyman will receive an additional \$2.00/hour for the life of this agreement. The parties agree that Apprentices, Junior Journeyman and Layout Inspectors will not participate in the Pay-For-Knowledge-Program.

All work orders will be generated by members of management and given to the journeyman assigned the task. The journeyman will be responsible for logging the work assignment into the system.

Upon ratification of the Collective Bargaining Agreement, the Company will have a Toolmaker scheduled to work at the South Plant a minimum of two (2) days per week or based on business needs.

ATTACHMENT # 7

PAINT BOOTH - LETTER OF AGREEMENT

March, 1991

Two man operation, working a paid lunch as defined by the contract for a 3 shift operation or working a paid lunch by Management's direction.

1. During the operation of the Paint Booth, employee breaks will be staggered and the Paint Booth will be operated by one operator during the break period. One operator must be present at the Paint Booth during the break period. One operator must be present at the Paint Booth during the Paint Booth running during the lunch period.
2. Lunch periods will be staggered. One operator will be present at the Paint Booth and keep the Paint Booth running during the lunch period.

ATTACHMENT # 8

OVERTIME CLARIFICATIONS - LETTER OF UNDERSTANDING

6/23/89

Overtime Clarifications

Article VI - Section C

1. A regular operator does not have to be qualified for overtime on his own job.
 2. When an entire department is schedule no department employee has to be qualified.
 3. Departmental employees who are not on a regular three shift operation job can displace the following regardless of seniority (when they are entitled to a choice of jobs from the open job sheet):
 - I. A second or third shift utility man during overlap hours.
 - II. Any regular three shift employees who are on open jobs at the end of their respective shifts.
 - III. Any non-departmental employee.
 - IV. Monday through Friday procedure when less than the entire department is scheduled.
- 1) Overtime will be offered to the employee working the job when the overtime becomes available, provided he is working within his own job group. A non-departmental employee, working the job, would be first in line if the whole department refuses.
 - 2) When paid lunch first and second shift employees are on the job, at the end of their shift, they are entitled to the overtime but can be displaced prior to the end of the regular shift if the individual will work the overtime.

ATTACHMENT # 9

ELECTRICAL WORK IN DIVISION LAB - LETTER OF UNDERSTANDING

Electrical Work in Division Lab

November 20, 1987

When electrical work is required in the Division Lab in the following situations, the following procedures will apply.

The resulting procedure for the construction of programmable controller systems is

1. When Engineering decides that a new system is to be built, the electrician foreman will provide an electrician for the project.
2. The electrician and the engineering technician will work on the box together in the R & D Lab. The technician will be responsible for the specification, programming, and I/O wiring of the controller, and the electrician will be responsible for the power wiring, but both will cooperate on the complete job.
3. The electrician will be responsible for the final box mounting a connection to external functions like motors, switches, and 440 VAC service.

The resulting procedure for the installation of metal wire protection (conduit and Hoffman wire duct) is:

1. The electricians will install the conduit.
2. The electrician will pull wires that run over 50 VAC.
3. R & D Technicians will pull and terminate wiring under 50 VAC.
4. Wiring bundles that contain both under 50 VAC and over 50 VAC will be done cooperatively by both the electrician and the technician. An example of this is a complete test stand servocontroller, such as the ones on the new MTS test machine.

ATTACHMENT # 10

HANDLING OF MAIL & PARCEL POST - LETTER OF UNDERSTANDING

Handling of Mail & Parcel Post through the Receiving Department
March 27, 1964

Mail and parcel post entering the plant through the Receiving Department will not be written in or delivered by representatives of Management but will be handled either by the Receiving Clerk or other employees who also have as their job responsibility the delivery of miscellaneous items.

ATTACHMENT # 11

Light Duty Provision

The parties believe that it is beneficial to have a light duty provision (no more than 60 calendar days) which allows a collective bargaining unit employee to return to work early from a medical leave of absence. Accordingly, the terms outlined below represent the light duty provision.

1. Only the following individuals will be eligible to participate in this letter of understanding.
 - Employees who have seniority rights.
 - Is on an approved medical leave of absence.
 - Has not been on light duty provision within the preceding year.
2. The company will determine if there is an opportunity to offer light duty work and such work will be assigned out of the labor pool. The employee's rate of pay will be the last rate at the time of their leave or higher depending on the job function. At no time will the employee be required to work beyond their current medical limitations. Further, if more than one employee is on a medical leave of absence, seniority will be the initial factor for consideration.
3. Employee(s) will perform their light duty position(s) on the shift held at the time of the injury. The employee will only be eligible for overtime opportunities after all employees in the department have been offered such overtime.
4. This light duty provision will not be subject to the posting, bidding/bumping provisions of the current collective bargaining agreement, or any other form of employee displacement.
5. The contractual provisions covering conditional jobs, open jobs, incapacitated employees will not apply in the application of this attachment. Further, an employee who is holding a conditional job for an employee working within the terms of this agreement, during the time of the light duty assignment, will not be required to remain on such job and become the regular occupant.

6. If the employee is able to return to their regular job during the time of the light duty assignment he/she will do so immediately according to the terms of the collective bargaining agreement. Further, in the event the light duty position expires prior to the employee being able to perform his/her regular position, the employee will return to leave of absence status.
7. If an employee is required to return to medical leave because the 60 calendar day time period has expired and they have not received a disability check within the first two weeks of their leave commencing, the company will provide an advance until they receive their first disability check. Further, the employee will be required to reimburse the company immediately upon receiving the aforementioned disability check.
8. Employees with workers compensation claims will be exempt from the 60 calendar days in this provision.
9. Employees on S&A will be handled on a case-by-case basis depending on their restrictions and available work.

ATTACHMENT # 12

New Hire Benefit Package

New hires will:

1. Be paid according to the Production Progression Wage Tables by Plant.
2. Have all benefits available to current employees immediately upon date of hire, healthcare options will be available at the first of the month following their hire date. Short Term Disability will be available after (1) year of service.
3. Have no retiree medical benefits and no pension benefits.
4. Be immediately eligible for 401k.

ATTACHMENT #13

Temporary Worker Language

The Company will have an option to hire and maintain temporary workers for up to a period of six (6) months. The following criteria will apply:

- Other than hours of work, pay scales, and other work rules the collective bargaining agreement will not apply to temporary employees.
- Temporary Employees will be hired to cover business needs.
- The temporary work force will not exceed twenty (20) percent of the Union Membership. If there were a need for increasing the amount of temporary workers above twenty (20) percent during peak periods, no increase would be allowed without mutual consent of the Parties.
- No temporary worker will be hired if any bargaining unit employees are on lay off status.
- Agency workers allowed for pre-screening (i.e. Manpower, etc.)
- No temporary worker will work overtime until all regular employees are offered overtime opportunities at the site in which they are assigned.
- Utilization of temporary workers will be done with the notification as to the reason, duration and number of temporary workers to the Bargaining Committee of Local 531 at the weekly job movement meetings.
- If the six (6) month duration has been exceeded the temporary worker will be employed as a regular hourly worker. (Pending regular Pre-employment screening).
- At no time will any skilled trades function be performed by a temporary. No temporary worker will be assigned a regular position unless made a full time employee.
- Regular employees, who were employed as a temporary for at least thirty (30) consecutive calendar days prior to their hire date as a regular employee, shall be regarded as probationary employees for the first thirty (30) calendar days of their employment.

ATTACHMENT# 14

Wellness Rewards Program

Both parties agree that improving an employee's health is important. Therefore during these negotiations, the parties agree to work together to develop an annual wellness rewards program based on improved health risk factors. Employees who improve their risk factor rating after one year will receive a \$300 incentive.

The program is voluntary, will not violate HIPAA, and at no time would a bargaining unit employee be disciplined if they either do not participate or do not improve their risk factor rating.

ATTACHMENT #15

Productivity Sharing Plan

One of the goals of the Lafayette plant is to improve efficiency, thereby making the site more competitive.

Since efficiency and productivity are directly related to employees, TRW Lafayette would like to reward eligible employees for achieving these goals. Therefore the following Productivity Sharing Plan is being implemented.

Goal: Increase efficiency on a month-by-month basis based on the standard calculation for efficiency and meet the PPM and NCT/QR targets.

Eligible employees are defined as all bargaining unit employees who are active as of December 31 or who worked during the calendar year but are on layoff status as of December 31.

Productivity Sharing Formula:

Meeting efficiency level thresholds (as defined below) fund the plan. Over the course of the year, the average efficiency for that year will be calculated. For every half percentage point the efficiency level is above the threshold, 50% is available to put in the account.

The account will be divided 50/50. 50% of the account for the year is based on the efficiency for the combined Lafayette plants. The remaining 50% will be broken down by the following Quality goals: PPM (50%) and NCT/QR (50%). Each of the two Quality goals will stand alone and the target will be based on each year's Operating Plan (OP) goal for the combined Lafayette plants. When one of them is reached their respective percentage will be added to the account. It's important to remember if efficiency for the year isn't met there will be no money in the account.

At the end of each year, the account will be totaled and the amount will be divided equally among all eligible bargaining unit employees. The actual amount paid to an employee will be pro-rated based on the number of months the employee worked.

The payment will be made in the form of a lump sum and is considered taxable income with the appropriate federal, state and local tax withholdings deducted.

Threshold Efficiency Levels:

2012: OP target of 61.5% plus 2.5% = 64%

2013: OP target plus 3.0%

2014: OP target plus 3.5%

2015: OP target plus 4.0%

2016: OP target plus 4.5%

2012 PPM Target: 21

2012 NCT/QR Target: 18

NOTE: Efficiency, PPM and NCT/QR targets will be determined and communicated by March 15 of each year throughout the length of this agreement.

Example of calculation:

Year 1: Efficiency at 64.5%. \$56,000 total available. \$28,000 (50% of the total available) is automatically placed in the account for reaching the Efficiency threshold. 50% of the remaining \$28,000 (\$14,000) will be placed in the account if the PPM target for the year is obtained and 50% of the remaining \$28,000 (\$14,000) will be placed in the account if the NCT target for the year is obtained.

Grand total for the 12 months assuming PPM and NCT targets are met: **\$56,000**

\$56,000/400 employees = **\$140 per employee**

Year 1: Efficiency at 65.5%. \$165,000 total available. \$82,500 (50% of the total available) is automatically placed in the account for reaching the Efficiency threshold. 50% of the remaining \$82,500 (\$41,250) will be placed in the account if the PPM target for the year is obtained and 50% of the remaining \$82,500 (\$41,250) will be placed in the account if the NCT target for the year is obtained.

Grand total for the 12 months assuming PPM and NCT targets are met: **\$165,000**

\$165,000/400 employees = **\$413 per employee**

TRW Automotive

P.O. Box 60, 47902-0060
800 Heath Street
Lafayette, IN 47904
Tel 765.423.5377
Fax 765.429.1868

TRW

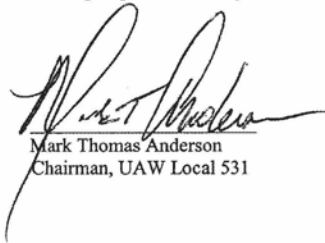
April 17, 2007

SUBJECT: Letter of Agreement- Voluntary Lay Off
(Article III, Section C, New Paragraph 307)

For the purpose of the Voluntary Lay Off, employees who fill the positions of the employees taking the Voluntary Lay Off will be considered the Conditional Job Holders. This will not prohibit the Conditional Job Holders from being displaced or being allowed to bid on other posted positions



J.B. Dye
Human Resources



Mark Thomas Anderson
Chairman, UAW Local 531

2012

January 2012

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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

2017

January 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February 2017

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

March 2017

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

April 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2017

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

June 2017

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

July 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August 2017

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

October 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November 2017

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						