

AGREEMENT

BETWEEN

FCA

KOKOMO CASTING PLANT

AND THE

UAW LOCAL 1166

Production and Maintenance

2019

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SUPPLEMENTAL SENIORITY AGREEMENT

KOKOMO CASTING PLANT

The Supplemental Seniority Agreement, dated September 13, 2019 between the FCA, Kokomo Casting Plant and UAW Local Union No. 1166, is a Supplemental to the National Chrysler Group LLC Production and Maintenance Agreement dated September 13, 2019.

I. Seniority is by Department and may be exercised by Department, Division, and Plant as provided in Section 61 of the National Agreement.

For the purpose of applying Section 61 the following Departments will constitute Divisions:

Division I

Department 1000 - Remelt

Department 1100 - Die Cast

Department 1200 - Trim

Department 1260 - Trim Set-up

Department 2340 - Tool Crib

Department 2760 - Inspection

Department 1160 - Set-up

Division II

Department 2190 - Shipping & Receiving

Department 2490 - Oiler

Department 2495 - Die Room Laborer

For the purpose of applying Section 61 the following Departments shall not be combined into Divisions:

Department 2270 - Quality - Lay-Out

Department 2310 - Die Room

Department 2320 - Tool Room Welder

Department 2360 - Machine Repair

Department 2370 - Furnace Repair

Department 2390 - Waste Water
Department 2400 - Boiler Room
Department 2410 - Electrician
Department 2420 - Painter
Department 2450 - Millwright
Department 2460 - Pipefitter
Department 2480 - Jitney Repair

II. This Supplemental Seniority Agreement becomes effective upon approval by the Corporate Labor Relations Department of the Corporation and the Chrysler Department of the International Union after local union ratification. It shall continue in full force concurrent with the terms of the Chrysler International Union Agreement of September 13, 2019 and from year to year thereafter unless 60 days prior to the anniversary date of the signing of the then current Chrysler International Union Agreement, either party notifies the other in writing of its desire to terminate.

III. It is understood during the period this Agreement is in force, it may be modified and amended from time to time by mutual agreement between the Management of the Kokomo Casting Plant and the Plant Shop Committee of Local Union No. 1166.

Such modifications and amendments, after ratification by Local Union membership, become effective upon approval by the Corporate Labor Relations Department of the Corporation and the Chrysler Department of the International Union. During the Discussion of modifications the agreement as written will remain in force.

LOCAL UNION NO. 1166 UAW

/s/ David Willis, Sr.
/s/ Doug Harnish
/s/ Hannah Bolinger
/s/ Ron Deweese
/s/ Phil Beckner
/s/ Terry Doran

Stellantis

/s/ Joe Boyer
/s/

APPROVED BY:

Corporate Labor Relations Chrysler Group LLC

International Union Chrysler Department

SHIFT PREFERENCE AGREEMENT KOKOMO CASTING PLANT

1. Employees shall be given shift preference in accordance with their ranking for seniority, provided there is sufficient flexibility to give full protection to efficiency of operations at all times, and no promotions will be made as a result of such preferences of shift. Legitimate requests for shift preference will be made by Tuesday. The employee requesting the shift change will sign and date his request. Employees being bumped will be advised by Thursday of their shift change. Exceptions to the above may be referred to Labor Relations. The Supervisors will be instructed as to the proper method of notifying the employees.

2. During the periods when there are not substantial changes in the working forces and it is necessary to assign an employee temporarily to a shift which he would not ordinarily select in line with his seniority, the employee shall be advised as to approximate length of time his services shall be required on that shift but subject to changes due to conditions arising after such temporary assignment.

3. It is understood that when employees are assigned to a certain shift in accordance with their written preference their assignment shall be for a period of 90 calendar days another change can be requested. In proper cases exceptions can be considered. Whenever an employee is bumped by a more senior employee from one shift of his original choice, he has the choice of:

- a. Moving without exercising shift preference to the shift of the employee bumping him.
- b. If seniority permits, he may exercise shift preference and bump a more junior employee on the remaining shift.
- c. It is understood if an employee is bumped from his preferred shift he may return to it, if and when his seniority permits.

4. The application of this agreement will be by classification within the department.

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5. In the application of Section 2 of the Shift Preference Agreement, it is understood that an employee assigned temporarily to a shift which he would not ordinarily select in line with his seniority will be returned to the shift of his choice upon completion of the assignment for which he was originally placed on the new shift, seniority permitting.
6. So as to avoid employees working a sixteen (16) hour period, it is understood that a second shift employee who is moving to the third shift will not be eligible for Sunday second (2) shift overtime.
7. It is understood during the period this agreement is in force, it may be modified and amended from time to time by mutual agreement between the Management of Kokomo Casting Plant and the Plant Shop Committee of Local Union No. 1166. Such modifications and amendments, after ratification by Local Union membership, become effective upon approval by the Corporate Labor Relations Department of the Corporation and Chrysler Department of the International Union.

During the discussion of modifications the agreement as written will remain in force.

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/s/ David Willis, Sr.

/s/ Doug Harnish

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/s/ Ron Deweese

/s/ Phil Beckner

s/ Terry Doran

Stellantis

/s/ Joe Boyer

/s/

OVERTIME AGREEMENT KOKOMO CASTING PLANT

A. NON-SKILLED OVERTIME

1. Scheduling Overtime

It is understood that Management will endeavor to the best of its ability to offer and schedule overtime in seniority order by class and shift within the department. Job assignment will be made by team, by seniority, within the class and department on the shift. The parties agreed it is to their mutual benefit that an overtime procedure allow for improved and advanced scheduling and notification. Furthermore, the parties may explore additional improvements to the procedure and under mutual agreement, implement such developments to this procedure. Accordingly, the following procedure replaces all other practices for scheduling overtime (excluding Holidays in the Christmas period) for non-skilled employees.

2. Overtime Availability

Employees will provide their overtime availability using the Total Maintenance System. Overtime availability must be provided by (a) the first four (4) hours of the shift on Monday for daily overtime for the balance of the week and (b) 5:00 PM on Wednesday for weekend, Holiday (all Holidays occurring/starting Monday, Tuesday or Wednesday in the following week) and prior to Monday's shift overtime. Holidays occurring/starting Thursday or Friday must be put in by Monday at 5:00 PM.

- a. Overtime work will not be offered to probationary employees until all seniority employees on the shift in the department have been offered the overtime opportunity.

3. Notifying Steward of Overtime

Supervision will inform the Chief Steward in the district as to the identity of employees scheduled for overtime. The Company will give this notice in ample time to allow for discussion should any question arise.

Union Steward and / or Committeeman will be present when phone calls are being made with regard to notification of overtime.

Employees will be advised by posting of the initial overtime schedule of any forced overtime. If working or training offsite, Management will notify employees of volunteered/forced overtime. Overtime scheduling changes subsequent to the initial overtime posting will be communicated by the employees respective Supervisors. This does not alter the practice of posted notification for scheduling a department for 100 percent overtime.

4. Daily Overtime

- a. Before employees in a given department and shift are forced to work overtime, opportunity to work will be offered to other employees within the department on that shift, provided there is no impairment to the efficiency of the operation and the employees available have the ability to perform the available work.
- b. Management will give two (2) hours notice to employees on required daily overtime. The parties recognize that exceptions may occur due to circumstances beyond the control of Management.

5. Weekend Overtime

When a classification is exhausted for a given shift, employees in the department in the classification of the prior shift who have indicated their desire to be scheduled for overtime hours in addition to their regular shift overtime hours will be scheduled in seniority order, as needed, for four (4) hours subsequent to their regular shift; and employees in seniority order in the department in the classification of the subsequent shift who have indicated their desire to be scheduled for overtime hours in addition to their regular shift overtime hours will be scheduled in seniority order, as needed for four (4) hours prior to their regular shift, provided the work opportunity is covered for the entire

shift. Management will assign the overtime by seniority to other employees within the department on the shift, provided that there is no impairment to the efficiency of the operation and the employees available have the ability to perform the available work. Management will exhaust all over / early's before forcing on weekend overtime, provided there is full shift coverage.

- a. It is understood that on Saturday and/or Sunday when a scheduled employee gives two (2) hours or more advance notice of his absence or the need for additional manpower is known two (2) hours or more prior to the start of the regular shift, Management will schedule by seniority a replacement for the first four (4) hour period of the shift from among those employees in the classification who have declared their willingness to work four (4) hours over from the preceding shift. Management will then schedule by seniority the second four (4) hour period of the shift from among employees in the classification on the succeeding shift who have declared their willingness to work four (4) hours early prior to their regular shift. When the classification has been exhausted, Management will schedule any employee in the plant.
- b. It is further understood that on Saturday and/or Sunday when a scheduled employee gives less than (2) hours notice of his absence or the need for additional manpower is known less than two (2) hours prior to the start of the regular shift, Management will assign a replacement for the first four (4) hour period of the shift from any available employee, Management will then schedule by seniority for the second four (4) hour period of the shift from among those employees in the classification from the succeeding shift who have declared their willingness to work four (4) hours early prior to their regular shift. When the classification has been exhausted, Management will schedule any employee in the plant.

- c. It is understood that when it becomes necessary to go out of a department in order to fill overtime requirements, those employees to be considered will be scheduled by seniority from the department where the people are available provided they are able to perform the available work.
- d. Production operations requiring Tool Crib Attendants during periods of overtime will be given full consideration in determining the number of Tool Crib Attendants to be scheduled at any one time, including scheduling to the nearest four hours.

6. Christmas Holiday Period

- a. The Christmas holidays will be scheduled by classification in the department, by seniority provided employees have the ability to perform the available work.
- b. If the Christmas holiday period starts on Monday, the preceding weekend will be considered part of the holiday period for overtime scheduling.

B. SKILLED TRADES OVERTIME

Union and management agreed it is to their mutual benefit that an overtime procedure allow for improved and advanced scheduling and notification. Accordingly, the following procedure will be utilized for scheduling overtime (excluding holidays) for skilled trades employees. All overtime will be by balance of hours; all hours if worked, or offered will be charged. All hours will be zeroed when implemented. In case the Overtime hours are equal, seniority will be the deciding factor. If an employee volunteers for Overtime, fails to report as scheduled and deprives another employee from Overtime, the employee will be charged double the hours. Furthermore, the parties will continuously review potential enhancements to the procedure and under mutual agreement implement appropriate improvements.

1. Overtime Availability

Employees will provide their overtime availability using the

Total Maintenance System: Overtime availability must be provided by (a) the first four (4) hours of the shift on Monday for daily overtime for the balance of the week and (b) 5:00 PM on Wednesday for weekend, Holiday (all Holidays occurring/starting Monday, Tuesday or Wednesday in the following week) and prior to Monday's shift overtime. Availability for Holidays occurring/starting Thursday or Friday must be put in by Monday at 5:00 PM. The hours will be balanced & posted on Thursday for Thursday-Wednesday of the previous week. The hours will be used for overtime in the next pay cycle.

2. Scheduling of Weekend Overtime

- a. Management will notify employees scheduled for Saturday overtime on Thursday and Sunday overtime on Friday. Those employees who could have worked in accordance with the overtime hours list will be charged with hours not worked. If sufficient numbers are not available to meet scheduled requirements, qualified probationary and qualified junior employees in the classification in the department will be scheduled. Management will exhaust all over/early's before forcing in a department, provided full shift coverage.
- b. Record of overtime hours will be posted. These records will be updated on Thursday of each week.
- c. When a skilled trades employee returns to work after an absence of six (6) weeks due to illness or layoff, his overtime hours will be averaged with the group.
- d. Scheduling of overtime where it is necessary to cross shifts in skilled trades:
 1. When it is necessary to cross shifts to maintain the balance of hours, the employees scheduled on the shift in question may elect by seniority to remain on their regular shift or they may choose any shift where an opening is still available, provided they are not

displacing an employee from their home shift and have the ability to perform the available work.

2. Under normal operating conditions when Maintenance Departments are working 100% on overtime, all employees will remain on their regular shifts.
- e. In the scheduling of skilled trades overtime, the apprentices will be scheduled after the journeyman and temporary employees but before probationary employees, unless the work schedule is necessary for fulfilling the apprentice training requirements. It is understood that apprentices will be scheduled by low hours in conjunction with the practices in their own areas.
- f. A temporary employee or apprentice hired or transferred into a classification shall, after ninety (90) days, receive average hours, and shall from this point equalize hours in the classification provided they are qualified to perform the scheduled work.
- g. When a Chief Steward or Plant Shop Committeeman in a skilled trades department ceases to hold that Union position, he will then be charged with the average number of hours of employees in his department on the same classification. Overtime of Stewards and Committeemen will not be posted.
- h. When sufficient work is scheduled to be performed on overtime in work classified 5556, Management will assign the appropriately classified employees.
- i. **Scheduling of Die Welder**
Supervision will pay proper attention to the anticipated job requirements when determining whether the services of a Die Welder will be needed on an overtime basis.

j. Grinder, Machinist, Tool Room

During weekend overtime periods when it is known in advance that four (4) or more hours of continuous grinding or machining is required that normally would be assigned to the Tool Room grinder or machinist classification during the work week, the Tool Room grinder or machinist on the applicable shift will be so scheduled to work the overtime provided he is fully qualified to perform the assigned work.

Tool Room department employees will have weekend overtime equalized by classification and shift within that department.

- k. If employees are scheduled and attending short term Military duty/training they will not be charged with overtime hours for weekends.

3. Scheduling of Holidays

- a. It is understood that those holidays falling through the week, other than the Christmas holidays, will be worked by department, by seniority, by class, by shift.
- b. The Christmas holidays will be scheduled by department, by seniority provided they have the ability to perform the available work.

If the Christmas holiday period starts on Monday, the preceding weekend will be considered part of the holiday period for overtime scheduling.

4. Scheduling of Daily Overtime

- a. Management will endeavor to the best of its ability to assign daily overtime on the basis of low hours by department and shift.
- b. Before employees in a given department and shift are forced to work overtime, opportunity to work will be offered to other employees within the department

on that shift, provided there is no impairment to the efficiency of the operation and the employees available have the ability to perform the available work.

- c. Management will give one (1) hour notice to employees on required daily overtime. The parties recognize that exceptions may occur due to circumstances beyond the control of Management.

5. Notifying Stewards of Overtime

Supervision will inform the Chief Steward in their district as to the identity of employees scheduled for overtime. The Company will give this notice in ample time to allow for discussion should any question arise.

Employees will be advised by posting of the initial overtime schedule, outside the Union stewards office, 500 Row and tool crib of any forced overtime. If working or training offsite, Management will notify Employees of volunteered/forced overtime. Overtime scheduling changes subsequent to the initial overtime posting will be communicated by the employees respective Supervisors. This does not alter the practice of posted notification for scheduling a department for 100 percent overtime.

Union Steward and / or Committeeman will be present when phone calls are being made with regard to notification of overtime.

6. 7-Day Operators

1. Additional manpower for special projects will be filled with over/early opportunities.
2. No show or tardies by over/early opportunities.
3. PAA/Vacation covered by person on scheduled day off. In not accepted then by over/early opportunities.
4. If for any reason all hours not covered by early/overs, person scheduled DO will be offered the opportunities to work.

/s/ David Willis, Sr.
/s/ Doug Harnish
/s/ Hannah Bolinger
/s/ Ron Deweese
/s/ Phil Beckner
/s/ Terry Doran

/s/ Joe Boyer
/s/

MEMORANDUM OF UNDERSTANDING

Agreement entered into September 13, 2019 between FCA, Kokomo Casting Plant (hereinafter referred to as the "Corporation") and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, and its Local Union No. 1166 (hereinafter collectively referred to as the "Union").

I

The Local submitted an agenda dated June 5, 2019. Several meetings have been held to discuss the issues and the grievances set forth in this agenda.

II

The disposition of these matters is set forth in Exhibit "A" attached hereto.

III

All other matters set forth in the Union's agenda and those discussed in the meetings and all similar grievances in the procedure are hereby withdrawn.

IV

The strike that was called September 10, 2022, is hereby withdrawn. The Union will submit this Agreement to the Local Union Membership on or before September 12, 2022. The Union will recommend to the membership that it be ratified and the Union will give to the Corporation written notice of ratification of this Agreement.

Provisions of this Agreement shall become effective, except as set forth in Exhibit "A", on the first Monday following receipt of the written notice of ratification as herein before provided. This Agreement shall continue in full force and affect until 11:59 PM September 14, 2023. Thereafter, either party may give notice, this agreement shall continue in affect from year to year thereafter.

INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA

Stellantis

LOCAL UNION NO. 1166 UAW

KOKOMO
CASTING PLANT

/s/ David Willis, Sr.

/s/ Doug Harnish

/s/ Hannah Bolinger

/s/ Ron Deweese

/s/ Phil Beckner

/s/ Terry Doran

/s/ Joe Boyer

/s/

EXHIBIT A PURPOSE AND INTENT

All reference in this agreement to the word "employee" and the use of masculine pronouns shall also be construed to include the feminine gender. In addition, it is understood that the singular form of pronouns, so used, shall also include the plural form as the context requires.

The general purpose of this agreement is to set forth terms and conditions of local matters and to promote orderly and peaceful labor relations for the mutual interest of the Kokomo Casting Plant, the employees and the Union.

The parties recognize that the success of the plant and the job security of the employees depends upon the plant's success in producing quality parts and its ability to competitively market such parts.

In these ends the Plant Management and the Local Union encour-

age to the fullest degree friendly and cooperative relations between their respective representatives at all levels and among all employees.

ARTICLE 6. APPRENTICES

Shift Assignment

Management will endeavor to notify an apprentice and their Union representative two (2) weeks prior to their graduation date as to which shift he or she will be permanently assigned. Graduating Apprentices will be assigned shifts by Seniority.

Tool Boxes

Current practice is for the apprentices to be issued Company tool boxes upon entering the apprentice program. Management will make every effort to have such tool boxes available upon completion of the apprentice's initial out-of-state training.

Overtime

Apprentices who graduate will be eligible for overtime the following week.

Vacation and PAA

Apprentice vacation and PAA requests will not normally be impacted by vacation and PAA assigned to Skilled Trades. It is understood that operating conditions, emergencies and efficient application of training opportunities may impact Management's ability to grant such requests.

ARTICLE 7. AUTOMATIC DIE CAST MACHINES

The parties discussed the Union's concern regarding the number of die cast machines assigned to an operator. Management explained its practice of assigning the number of machines in relation to such factors as the type of process and equipment, cost and productivity factors with due consideration for safety, new or developing technology and methods. It pointed out present technology allows the assignment of one operator to more than one machine, because of the factors involved. Management stated that flexibility in work assignment is an essential ingredient in securing and retaining a competitive edge in the fast moving die

cast industry.

A. ASSIGNMENT RULE (AISLEWAYS)

In view of the foregoing, Management reaffirms its position that operators assigned on the automatic die cast machines will not be required to cross the monorail aisle or more than one (1) truck pedestrian aisle.

As long as manual die cast machines exists, assignment of Die Cast Operators to automatic and Robotic DCM's will be based upon the seniority on their respective shift, with the senior employee being afforded the opportunity and then progressing on down the seniority list. Such assignment must protect efficiency of the operations.

B. ASSIGNMENT IN JUST MANNER

It is further understood that the work assignments of these operators will not be made in an unfair or discriminatory manner. Should any employee feel he has been unjustly assigned, he may bring the matter to the attention of Management in order to satisfactorily dispose of the situation. Supplemental (Temporary) employees will NOT be assigned troubleshooter or Set-up jobs.

C. ASSIGNMENT AND POINTS OF REWORK

During these negotiations the Union expressed concern that on occasions the amount of rework points and walking distance impedes on the employee's ability to perform his responsibilities optimally. To this end, Management acknowledges the Union's concern and bases on ergonomic and I.E. analysis, agrees to adjust the employee's work assignment to account for the additional rework points and/or additional walking being required. Ergonomic and Industrial Engineering analysis will be taken into account when making such adjustments. Remediation's will be consistently applied across all shifts.

ARTICLE 8. BASEMENT

The basement area will be maintained in a satisfactory condition.

Management and Union Representatives will inspect the area on a regular basis with corrective action being taken when necessary to ensure satisfactory conditions. In addition, maintenance attention will be directed toward the water drainage problem. It is understood that those employees working in the basement will not be required to do so under undesirable conditions. Any problems with the above matters may be referred directly to Labor Relations.

ARTICLE 9. BASKETS, TUBS, AND RACKS

A. TUB CLEANING

Parts tubs will be cleaned as required.

The present method of using a fork truck with a turnover for dumping and cleaning tubs in the Shipping Department has been desirable and Management has no present plans to deviate from this practice.

B. TUBS FOR OILY SCRAP

Tubs for oily scrap will be repaired or replaced as required to minimize the problem of leaks.

Necessary numbers of oil scrap containers will be provided for machine clean-up and will be maintained in good condition. Small oily scrap tubs will be used in the areas of the small machines where possible. Leaky small scrap tubs will be repaired as necessary.

C. OVERLOADED BASKETS

All die cast operators will be instructed not to overload their baskets and containers to the extent it would create a safety hazard. It is expected that the operator's cooperation relative to calling for empty baskets and containers on a timely basis will minimize the problem.

The Union is also advised that during periods of time that the floor driver obviously cannot keep up with basket exchanges, additional help will be assigned to the floor.

D. UNSAFE BASKETS

Management reaffirms its commitment regarding their responsibility to follow the tag system. The tag system provides that unsafe baskets will be tagged by the Truck driver and transferred to a designated area for repair. Baskets tagged should not be used. The Safety Department will audit the program. Management will assign the appropriate Trade/Classification to repair baskets, tubs and racks.

E. BASKETS - HOUSEKEEPING

Under normal operating conditions Management will not use baskets at machines for gates and overflows due to housekeeping problems created by spillage on the floor.

ARTICLE 10. BLUEPRINTS

The parties agree that it is a good business practice to have up to date blueprints for all die cast and trim machines and facilities. To this end, the parties agreed to dedicate attention to the further development of the Kokomo Casting Plants virtual library (blueprint and storage) including accessibility via the network and hard copies maintained at the machines. It was agreed that initial efforts would be directed towards the new and rebuilt machines. It is understood the success of such program relies on the skilled trade's employee to include and communicate all changes to machines to the assigned salaried bargaining unit engineers who in turn, update the library accordingly. A link to the current electrical code will be provided in the virtual library.

Once new and rebuilt machines are updated, the efforts will be directed toward existing machines and equipment. To this end, it is recognized that resources will be assigned to this project. While the parties recognize maintenance of Substations and Breakers is outside vendor work, the Company agrees to train a select few electricians on high voltage in case the plant has an emergency need.

ARTICLE 11. STATIONARY ENGINEER

A. MANPOWER

1. The present work schedule for a stationary engineer will be maintained provided that this schedule does not involve premium pay under the National Agreement in excess of other possible schedules. Notwithstanding the above, Management will endeavor to the best of its ability to schedule daily overtime on the basis of seniority.
2. When pallets of salt and acid are required to be set in for the stationary engineer, this assignment will be performed by the Shipping Department. It is understood that during limited periods of work such as weekends, holidays, etc., the stationary engineer will be required to secure his own material.

B. BOILER PLATFORM

It is understood the boiler platform will be cleaned as required and maintained in a satisfactory condition.

ARTICLE 12. CAFETERIA

- A. A storage area will be provided inside the cafeteria for lunch box storage.
- B. Under present operating conditions of the plant, the cafeteria will be cleaned on two occasions per shift. The parties recognize that deviation from the above may be necessary.
- C. The ceiling and lights in the cafeteria will be cleaned on an as needed basis.
- D. All condiments such as relishes will be kept covered and displayed in an ice tray.
- E. All trash containers in the cafeteria will have covers on them.
- F. **ICE AND HOT WATER**
Management will install an ice making machine in the

cafeteria. In addition, Management will provide hot water in an urn type container for the use of employees during periods when cafeteria service is not available.

- G. Microwaves will be replaced and cleaned as needed.

ARTICLE 13. CATWALKS

A. DEPARTMENT 1100

The catwalks, stairs and ladders to the catwalks, including the bridge crane catwalks in Department 1100 will be cleaned and maintained on a regular basis as operations allow. Management will develop a schedule to include all catwalks and peripheral equipment in Department 1100. Additionally, the parties will continue to review options aimed at facilitating maintenance of the 500-600 row laundry system.

B. REVERB FURNACE CATWALKS

The problem of slick catwalks was discussed in negotiations. Management will maintain roughed-up plates or non-slip floor plates in order to resolve this issue.

ARTICLE 14. CHAIN OF COMMAND

- A. It is understood that employees receive instructions from their immediate and/or designated supervisor. However, there may be occasions where the efficient and orderly operation of the plant may require an employee to follow proper orders from another supervisor. Under normal circumstances the employee will be advised of this change in assignment by his or her current supervisor.
- B. When it is necessary for the Supervisor to be absent for a short period he will leave specific orders with the Team Leader as to the assignment of employees.

ARTICLE 15. CLEAN-UP

A. MACHINE CLEAN-UP

Management reaffirms that in order to maintain a safe and healthy workplace free of hazards, a conscientious

effort and cooperative attitude on the part of all employees will further promote good housekeeping practices. The individual Supervisor will authorize adequate time for shut down of equipment to clean-up and excessive time required will be accepted as downtime.

- B.** Skilled Trades employees and Apprentices are expected to clean-up their immediate work area at the location where they have been working. Management intends to use janitorial service for regular clean-up of the overall general area.

ARTICLE 16. CLEANING

A. STEAM CLEANING OF MACHINES

Serious discussion was held over the buildup of die lube on machines and the potential safety hazard that can be present for employees who have to work on and around these machines.

Management agrees that prompt corrective action will be directed to cleaning up an extensive build up that creates a safety hazard.

The Union is assured that it is Management's commitment to properly maintain these machines in conjunction with good housekeeping practices.

B. STEAM CLEANING

It is expected that effective Team Member utilization will minimize the need for skilled trade's employees to perform steam cleaning work.

The ventilation system in the steam booth will be maintained as required. It is understood that Skilled and Non-skilled employees may use the steam booth.

A hold area for materials to be steam cleaned has been established next to the Steam Booth. Problems concerning this area may be referred to Labor Relations.

- C. Employees being assigned to operate a steam jenny will be properly instructed in the safe operation of a steam jenny by a qualified operator.
- D. During the Negotiations the parties discussed the operation of steam cleaning machines in the plant and the lengths of hose that would normally be used in such operations. It is understood the steam cleaning machines will be kept repaired and maintained in a safe condition and necessary replacement parts will be maintained in the Tool Crib.
- E. **DIE CLEANING**
Cast dies, trim dies and cast machines will be steam cleaned if needed prior to the assignment to a die setter or skilled trades person.

It is understood that occasionally mineral spirits must be used in the cleaning of dies in cast machines either before or during servicing; however, the indiscriminate use and storage of mineral spirits will be discouraged. It is further understood that mineral spirits will be stored only in proper safety cans which shall be marked as to their contents and kept in the areas required rather than on each individual's tool box.

ARTICLE 17. CLOCKS

- A. The plant clocks will be set to correct time and maintained.

ARTICLE 18. CLOTHING

- A. Rain jackets, rain pants, boots, and insulated coveralls in adequate amounts, sizes, and suitable condition will be maintained in the Tool Stores Crib for employees who are required to work in inclement weather.
- B. Management will furnish sufficient coveralls in five (5) sizes, S, M, L, XL, and XXL for check out from the Tool Stores Crib for those employees assigned to work excessively dirty jobs. It is understood that employees who check out

coveralls have a responsibility to return them to the Crib following use. It is also understood that routine maintenance assignments do not fall in the category of excessively dirty jobs.

- C. Suitable gloves will be provided for handling hot material. The practice of issuing patched gloves was discontinued in 1976. Any problem that may arise can be brought to the attention of Labor Relations.
- D. Rental uniform deliveries will be made to both monitor areas. The rental uniform vendor will rearrange his delivery schedule so that it is not during shift change.
- E. Arm protectors will be available from the Tool Crib for those employees assigned to the case trim operation in Department 1200.
- F. During Local negotiations, the parties discussed the issues regarding uniforms and the need to provide uniforms to employees who are assigned to jobs that subject them to excessive dirt and industrial fluids. As a result of these discussions, the company will provide fourteen (14) sets of uniforms at no cost to the employees. In the event a uniform is damaged beyond repair, the Company will replace the uniform.

ARTICLE 19. DE-GASER PILLS

Although fumes from de-gasser pills do not under normal atmospheric conditions exceed toleration limits of physically well employees, Management recognizes that on occasion an employee may experience an unusually sensitive reaction to fumes from de-gasser pills. If an employee experiences such a reaction, he will be permitted to step away from the operation until the atmosphere reaches tolerable limits.

ARTICLE 20. DIE ROOM

A. DIE MAKER CYCLING MACHINE

The Union is advised that Management intends to utilize

the services of the qualified die cast team members to assist die makers and die cast makers, when requested, in the cycling of 1000 ton or larger die cast machines when the qualified die cast team members are available. When help is again needed to cycle the machine, the die maker involved will be expected to get the assigned qualified die cast team member. It is understood and agreed that the full efficiency of the operation will be of primary concern in the application of the above arrangements and the production employee is not expected to remain with the die maker when his services are not required.

The above arrangement does not contemplate the scheduling of team members when they would not normally be scheduled for their regular duties.

B. COMPLETED DIES

It is understood that upon completion of a die or slide, it will be moved out of the die room to its appropriate area.

Under normal circumstances, Management will have necessary electrical and piping work completed on dies and slides before the die leaves the Tool Room. Together, the skilled trade's employees performing the work and the supervisor will monitor the adherence to this practice.

It is understood that at times it is more efficient and safe to have dies placed in an upright position on the appropriate die wagon or fork truck when being returned to the cast floor. To this end, management will remind/communicate such request to the affected parties in order to enhance employee safety and efficiency.

C. MAINTENANCE SERVICE

The proper Electrical, Pipefitting and Machine Repair personnel will be assigned at the start of the shift to the Die Room. Management will not re-assign maintenance personnel assigned to the die room without just cause.

D. EDM

The filter system on the EDM will be maintained to insure maximum efficiency of the system.

E. Tool Engineering will be involved in tool modifications.

ARTICLE 21. DOORS

A. Management will replace/repair and maintain overhead doors in order to sustain functionality as needed. It is also understood that problems relating to such may be referred to Labor Relations.

ARTICLE 22. DRAINS

A. PLUGGED DRAINS

The Union is advised that all drain systems will be given prompt attention when a problem arises. The Union is also advised that Management will investigate better methods of preventing these drains from becoming plugged. In the event a drain cannot be opened, an alternative means will be provided to drain the water.

B. SUMP PUMPS

Sufficient pumping capacity will be maintained in the plant to ensure sump pits are kept in proper working order.

C. FLOOR PLATES

The floor drains in the plant aisles will be leveled with the floor as was discussed during Local Negotiations.

ARTICLE 23. ENVIRONMENT

A. ENVIRONMENT CONDITIONS IN REMELT & FURNACE CLEANING FUNCTIONS

Management has in the past established work requirements that provided adequate recovery time between periods of extreme exposure in the Remelt and furnace cleaning functions and will do so in the future. If any employee or group of employees believes that recovery time is not adequate, the Union may bring this to the attention of the Labor Relations Supervisor at a regularly

scheduled meeting.

Adequate ventilation will be provided to remove smoke and gases from remelt work area when furnaces are being charged.

B. OPEN COURTS

Management does not intend to close off the open courts as long as they do not create housekeeping problems. Management will discuss with the Union any changes in this practice.

C. EXHAUST - E.D.M.

The exhaust system for the control of fumes, vapors, smoke, and dust for the E.D.M. operations will be kept in proper working order.

D. DUST COLLECTORS

1. During negotiations the problems with the dust collector that services the grinders in Dept. 2310 were discussed. To this end, Management agrees that the dust collector will be repaired and kept in proper working order. If the system cannot be maintained in proper working order, it will be replaced.
2. The dust collectors throughout the plant will be cleaned as needed and kept in proper working order. In addition, dust collector filters will be stocked in the crib as considered necessary.
3. Air sampling will be performed in the areas of grinders, saws and shot blast equipment where dust and particulate is identified as being a possible concern. Appropriate measures will be taken, as required, based upon the results of proper testing.

E. OILY SCRAP

Management will not sanction or direct the burning of oily scrap in the plant's reverb furnaces.

Union and Management discussed at length the problems associated with the disposal of oily scrap. In an attempt to eliminate this problem, Management agrees to emphasize to all concerned employees, the proper methods for disposal of oily scrap. The new hire training program will also include this information.

F. EXHAUST SYSTEM MAINTAINED

The exhaust system in the Millwright welding booth will be properly maintained.

ARTICLE 24. FANS, HEATERS AND EXHAUSTERS

A. The subject of air quality for Casting Plant employees received a considerable amount of discussion during recent negotiations. As a result, the Union is assured that all equipment relating to the air quality of the plant would receive a year-around priority attention and would be effectively maintained in an effort to provide desirable results. Management will assign the proper trades to change HVAC filters and grease fan rooms.

B. SEASONAL PREPARATION OF EQUIPMENT

In addition to the commitment between Union and Management regarding air quality, meetings between Local Union and Management will be held during the first weeks of April and September to discuss plans for preparing the cooling and heating equipment respectively to ensure they are in good operating condition before June 1st for cooling equipment and November 1st for heating equipment. Management will assign the appropriate trade to clean roof coils.

The parties have discussed potential solutions to improve the temperature of the oil room area including the installation of an air lock system. Following ratification, the Company will begin planning and construction of the air lock system and take action to provide heat to the area to minimize the cold air by December 31, 2022. Upon completion of the air lock project, the parties agree to assess

the necessity for additional heating in the oil room area.

C. FANS

Management will provide an adequate number of pedestal type fans to be used as replacements when a row of fans is being cleaned. In addition, column and pedestal fans may be placed in the plant as required.

- D.** The Company commits to achieving its objective to install tempered air throughout the entire Kokomo Casting Plant. Within 90 days of contract ratification, the Company will provide the local union with an assessment on the total project to include, but not limited to, the entire scope of the project, the proposed final design of the completed project, timeline of the entire project, and measures of performance to the timeline.

Within 180 days of ratification, a contractor will be secured, and the project will begin as soon as the contractor is able to start the project. The local union leadership (including project coordinator per letter 211 of the National CBA) will be included in all meetings related to the entire project.

Project timing/implementation and any health and safety concerns will be escalated to the local union president and the plant manager. If not resolved at the local level, concerns will be escalated to the Regional Director and Corporate Employee Relations.

ARTICLE 25. TRAINING ON CNC OPERATIONS

- A.** In an effort to fully utilize the equipment and manpower in the Tool Room, Management agrees to fully train a backup Die Maker for each of the CNC operations in the tool room to provide coverage for casual absences, vacations, LOA or sick leaves. These positions will be canvassed by shift/by seniority and the Die Makers, at the end of their training period, will be required to demonstrate they are capable of running the equipment safely and efficiently.

In the event a backup Die Maker bids on a permanent CNC position, goes to another shift, or requests to be removed from the backup position, a new canvass will take place within 2 weeks for a new training position.

- B. When deemed necessary management will provide proper training to central facilities Machine Repair classification for CNC Operations.

ARTICLE 26. FURNACE REPAIR

- A. Before going out for quotes, Skilled Trades will be considered in the maintenance and rebuild of floor furnaces and reverb rebuilds.
- B. Furnace repair equipment will be appropriately reviewed and repaired to proper working condition.

ARTICLE 27. HOLD AREA - PRODUCTION PARTS

Management commits to the Union that assignments to the hold area will be made in a fair and just manner consistent with operational effectiveness and efficiency. The Union is assured that Management will take necessary steps to ensure new employees are properly trained on the operation of machines so that seniority employees may be given consideration to working in the hold area.

ARTICLE 28. HYDRAULICS

A. REPAIR OF HYDRAULIC CYLINDERS

Hydraulic cylinders external to the die will be repaired by the Mechanical Technician- Machine Repair Classification.

B. HYDRAULIC HOSE

The Union is advised that the quick disconnect Hansen type fittings will be installed on those hydraulic hoses which attach to the dies. It is understood that in the future, if a more desirable type fitting becomes available, this will not prohibit the use of such fitting.

Hydraulic lines of 2" diameters or greater, directly respon-

sible for open/close of machine cycles are to be tethered.

ARTICLE 29. INSTRUCTION - NEW HIRES

- A.** An operator training program established for new hires will continue to be utilized, and qualified, experienced employees will conduct the training for the term of the agreement.
- B.** A joint Union-Management comprehensive safety indoctrination program will be instituted for all new employees. They will also monitor new employees through their training period.
- C.** A training presentation will be shown in conjunction with their on the job training.
- D.** Employees placed on unfamiliar jobs will be fully instructed.
- E. LOCKOUT PROCEDURE - NEW HIRES**
Management will ensure that new hires will be fully instructed and taken through the lockout procedure.

ARTICLE 30. JANITORIAL SERVICE

A. GENERAL CONCERNS

Management will identify Unit 2 as the sole responsible party to perform janitorial services to maintain the entire plant in a clean and acceptable condition. To this end, based on productions demands, Management commits to providing adequate coverage to maintain the basement. Concerns in this area may be referred to Labor Relations.

ARTICLE 31. TEAM MEMBERS: SET-UP

A. SET-UP ASSISTANTS

When assigning employees at the start of the shift to assist Set-up Team Members, Management will give preference to the senior qualified employees. It is understood that if after the start of the shift, additional employees are needed to assist the Set-up Team Members, preference

will also be given to the senior qualified employees provided multiple reassignments are not required. It is further understood that people assigned to these jobs will not be reassigned without just cause.

B. TRIM SET-UP

The proper scheduling of die setters in the Trim Department must account for healthy and safe, practical and efficient set-up operations.

The Company commits to establishing a joint team to include PD Specialists, Health & Safety, Management, Labor Relations and Union Leadership to meet, review, and validate a proposed training matrix to satisfy this demand. The meeting to be held within 30 days of ratification.

C. SET-UP TEAM MEMBERS SETTING DIES OR PULLING SLIDES

1. It is understood that if a machine has a die, slide, machine bed or shot end that is excessively dirty and it is necessary for a Set-up Team Member to perform work on it, the area in question will be cleaned.
2. Management will provide assistance in completing these tasks on request when help is legitimately required.

D. QUALIFICATION / TRAINING

The Company agreed that it was in the best interest of the plant to qualify/train die set-up personnel in the following manner when transferring into the classification; Attend the TTC approved "Rigging and Moving" training class. Undergo a thirty (30) day qualifying period with a qualified set-up crew on both east and west ends.

Management will evaluate employees after the initial training period to assess the need and type of additional training that may be required. When further training is identified and provided, Management will undertake on-

going evaluation of the employee's progress including input from trainers. A minimum of 1 year of seniority die cast experience is required prior to becoming set-up eligible.

ARTICLE 32. LIFT TRUCKS, PIV's and Equipment

- A.** Existing operating procedures already provide sufficient checks on all fork lift trucks. When defective items such as red lights, brakes, horns, etc., are reported they will be given prompt attention.

Fork trucks will continue to be inspected each day and a list of the conditions will be made available to the Union. It is understood that those items in need of repair, will be given prompt attention.

- B. FORK TRUCKS**

It is Corporate Policy that electric fork trucks will be acquired when replacements or additional trucks are required.

- C.** Employees driving trucks and other mobile equipment will be properly instructed before being licensed.

- D. LIFT TRUCK COVERS**

Management will provide protection covering for lift trucks which are utilized primarily outside the plant.

- E.** Vertical exhaust pipes will be installed on gasoline powered fork trucks in a manner that is similar to the present truck used in the Die Room.

- F.** The speed controls on the fork trucks will be properly maintained.

- G.** In the event a fork truck is out of gas and cannot be pushed to the pump, gas will be released by Plant Protection to be taken to the stranded trucks.

- H. HI-RANGER & MI-JACK**

The Union is advised that two employees will be assigned to the hi-ranger and mi-jack for safety purposes when requested.

I. AIR LOCK COVERS

The air lock covers at the shipping dock will be maintained as required.

J. LOADING LIGHTS

Lights were installed on two fork trucks to facilitate the loading and unloading of semi-trailers at the shipping dock.

K. REPLACEMENT SEATS

Original equipment replacement seats have been set up in the Tool Crib for use on applicable fork trucks.

L. FORK TRUCK SAFETY

The company assured the local Union that adequate manpower will be provided to maintain in-plant vehicles in a safe condition.

ARTICLE 33. LIGHTING

- A.** When required the bulbs will be replaced and the fixtures cleaned. In-plant lighting will receive continuing attention and a monthly survey will be conducted by Plant Engineering so as to assure proper lighting. A Union Representative may also participate in the survey. Questionable areas brought to Management's attention where candle power readings indicate the need for new bulbs will receive immediate corrective action.
- B.** Adequate lighting will be provided in the tunnels for employees assigned to perform their work in this area.
- C.** Overhead crane lights will be replaced as they burn out, as a part of regular maintenance.
- D.** PM's for outside lighting will be added in TMS.

ARTICLE 34. LOANING OF EMPLOYEES

When it becomes necessary to loan an employee from his department due to production difficulties, absenteeism, etc. absent senior qualified volunteers, Management will loan the lowest qualified seniority employees provided the efficiencies of the operations is preserved.

It is understood that when it is necessary to assign KCP employees to customer facilities, it is for the purpose of performing casting plant work. The Production Committeeman and Stewards will be notified of such assignments daily.

ARTICLE 35. LOCKERS

Personal lockers will be cleaned as required so as to maintain in a satisfactory condition. The existing locker ventilation system duct work will be kept in proper working order. Management reaffirmed to the Union that over the life of the current agreement, the replacement of personal lockers would continue to be included in the scope of ongoing efforts associated with restroom and monitor renovation, consistent with business conditions.

ARTICLE 36. LUBE

A. LUBE SYSTEM

The lube tanks of the Central Lube System will be cleaned as required.

B. LENGTH OF LUBE PIPE

The proper length of pipe will be maintained according to the requirements of the operation.

C. LUBE TESTS

Management will test additional lubes when quality and environmental conditions require such testing.

The Company commits to scheduling a meeting with the Plant Health and Safety Representatives and Quaker to review the biocide issues. Any issue(s) identified will be corrected. The meeting will be scheduled by October 1, 2022.

ARTICLE 37. MACHINES

A. SKILLED TRADES MACHINERY

Several discussions were held during Negotiations in regards to keeping machinery in satisfactory working condition. It is recognized that it is to everyone's benefit to keep our machinery in good shape. PM's will be reviewed based on OEM recommendations and appropriate PM activities will be entered into TMS. Assigned Maintenance personnel will be responsible for maintaining a list of machine status that will be communicated to Engineering, Maintenance, and Skilled Trades Committeeman. Also, the Company will endeavor to replace machines when it is a good business decision in order to provide good equipment for Kokomo Casting Plant employees to perform their work.

B. MACHINE REBUILD PROGRAM

During the course of Negotiations the parties discussed at great length the die cast machine rebuild program, including the repair of plant equipment and machinery. The Union is assured that this practice will be continued, subject to the provisions of the National Agreement, every attempt to utilize Casting Plant Skilled Trades employees when it makes good business sense.

C. COMMUNICATIONS

The parties agree that it is good business practice, to inform operators after skilled trades and/or engineers make changes that effect the way a Die Cast cell (work cell) runs.

ARTICLE 38. MATS

A. MACHINE REPAIR AND DIE ROOM

Mats will be furnished for three (3) locations in the Machine Repair and seven (7) locations in the Die Room with the understanding that employees using them will pick-up and clean around them.

B. TRIM

Mats are available upon request with the understanding that the employees using them will pick them up as instructed by supervision at the conclusion of their work assignment, to facilitate housekeeping efforts.

C. CONTINUOUS IMPROVEMENT

It is understood that discussions are being held Nationally and the Local parties agree to following the direction of the National parties as it pertains to the use of mats.

ARTICLE 39. MEDICAL

A. MEDICAL DEPARTMENT

A fully staffed and equipped medical department will be maintained to provide medical attention for employees.

Plant related injuries / illnesses will be taken by the proper transportation (ie: medical ambulance).

B. MEDICAL PASS

When employees who are required to leave the plant through the Medical Department cannot locate their supervisor in their work area, gate passes will be made available through the Production Office.

C. 'PQX' CODES

When an employee presents medical restrictions from their personal physician and plant medical agrees, said restrictions will be cross-referenced to corporate medical guidelines and the appropriate PQX code will be applied.

D. PLANT AMBULANCE

The plant ambulance will be maintained in proper working order and stocked with the proper medical equipment for responding to emergencies.

ARTICLE 40. MONORAIL

A. MONORAIL SAFETY

1. The monorail track system and the monorail cranes will be inspected on a monthly basis consistent with

operating requirements of the plant. The Union is further advised that safety conditions concerning this system will be given prompt corrective action.

2. Necessary manpower will be provided to ensure the safety of the monorail system.

B. CABS

The monorail cabs will be cleaned in conjunction with the regular monorail inspection. It is the responsibility of the monorail operator(s) to clean the monorail cabs each shift.

C. CABLE INSPECTION

The present practice of monorail crane cable inspection and record keeping will be continued.

D. AIR MOVEMENT - CRANE CABS

The crane cab air conditioning systems will be kept in proper working order. Spare parts for two (2) complete spare air conditioner units will be kept and maintained so that defective units can be changed when problems arise.

E. MONORAIL INSPECTION - OPERATORS

Monorail crane operators will be requested to provide information regarding current monorail system problems to Supervision and Safety Personnel prior to the monorail inspections.

F. LIGHTS AND HORNS

Lights and horns will be maintained and a special follow-up will be instituted to assure spare parts supply.

G. WARNING LIGHTS

The flashing warning lights on the hot metal cranes will be wired so as to provide that these lights will be "on" whenever the power is "on" to the crane.

H. FILLING PROBLEMS

Problems experienced by crane operators with the filling

of die cast machine holding furnaces will be addressed.

I. MONORAIL SAFETY

Under normal circumstances, problems arising with the monorail crane system will be addressed by the shift where the problems occur.

However, where it is considered feasible to defer such problems as monorail crane cab operation and air conditioning repair to another shift, the unit will be taken out of service and the Union will be advised. The Monorail and support beam system will undergo a Magna-flux analysis during the life of this agreement. Management will replace the Monorail track as needed.

ARTICLE 41. OPEN JOBS

A. OPEN JOBS

An open job is defined as an attritional opening created by a quit, death, retirement or additional, Management created position.

B. SHIFT CHANGES TO OPEN JOBS

An employee desiring to go to an open job in his classification on another shift should make his wishes known to his supervisor. When, as a result, the employee subsequently moves to an open job he will not be charged with a Shift Preference move.

When the parties agree an open job exists, the company will canvass for said job within 2 weeks as long as the efficiency of the operation is protected.

In the application of this article, it is understood that as openings occur the information will be made available to the Union and the affected area.

C. OPEN JOB POSTING

Skilled trades candidates awarded new jobs will be moved the following Monday. In cases where management wishes to delay the move, discussions will be conducted with the

Skilled Trades committeeman and a new move date will be established.

ARTICLE 42. OIL UNITS 1100 DEPT.

As hot oil units are installed on die machines, protective insulation will be provided as discussed during local negotiations. Hot oil lines will be insulated before coming into the plant and insulation will continue to be maintained in the crib.

ARTICLE 43. OUTLETS

A. WELDING OUTLETS

A sufficient number of welding outlets will be maintained in the Die Cast, Trim and basement areas.

B. AIR AND ELECTRIC OUTLETS

Air and electric outlet reels will be kept in proper operating condition.

ARTICLE 44. PANGBORN, CASELINE DE-BURR, WIRE MESH AND ROTO-BLAST

Considerable discussion was held during negotiations on the problems of dust and shot in this area. It is understood that the Joint Health and Safety Committee will monitor such problems on a regular basis and make recommendations for corrective action to be taken.

ARTICLE 45. PARKING LOT

Management reaffirms its commitment to keep the employee's parking lot free from snow and fully intends to continue positive prompt action toward this end. In addition, maintenance service will be provided to maintain the existing lighting system, fencing, guard rails, etc. in acceptable condition including the lot being swept as required.

Also, it is understood that the employee's parking lot will be patrolled by Plant Protection on a regular basis. It is further understood that conditions may at times prevent regular patrolling. The parking lot surface will be repaired as needed. Striping of the parking lot will be maintained as needed.

Weather permitting, Management will schedule the sweeper to clean the general parking lot during the Monorail checks.

Management will continue to address parking concerns. In the event that plant population or shift change situations are altered, the parties will meet to consider necessary options to provide adequate parking.

Management will continue to monitor the need for special parking for disabled employees.

Due to the current parking shortage, contractors are prohibited from parking in the KCP hourly lot. Management and Engineering will communicate this policy with said contractors. Management will post signage directing non FCA vehicles to park in the back of the KCP hourly lot (Gates 7 & 8).

ARTICLE 46. PERSONAL BUSINESS

When employees are required to divulge the nature of their personal business for proper evaluation, and their personal business is of an extremely confidential nature, arrangements will be made to evaluate this information directly by Labor Relations. One member of the Local Union may be present with Labor Relations when the employee divulges the nature of the personal business. It is understood that this practice will be reserved for only those cases where confidence is required.

Management will perform Lay-Off canvassing in writing with the question, "Do you want the Lay-Off?". All shifts stewards and Committeemen to receive a copy. The parties agree to pursue more efficient automated methods for canvassing Lay-Offs in the future.

ARTICLE 47. PIPE SHOP WELDING TANKS

A set of acetylene and oxygen tanks will be provided for the pipefitter shop. It is understood that they will remain in the shop.

ARTICLE 48. PIT COVERS

Adequate coverings for pit openings in beds of die cast machines

using under-the-floor parts conveyors will be provided to insure safe footing.

ARTICLE 49. PLATFORMS

A. Operator platforms will be maintained in a satisfactory condition and will be given continuing attention. To ensure compliance with the above, the Union is advised that quarterly inspections of the operator platforms will be made by the Joint Management-Union Safety Committee as part of their regular survey. Corrective action required will be in a prompt manner.

B. Operator platforms on new die cast machines will be constructed with open type walkway material.

C. Operator platforms considered not suitable will be altered in order to provide adequate working space.

D. OPERATOR AND BASKET PLATFORMS

All operators and basket platforms are to be pinned together for safety reasons.

E. WORK PLATFORMS ON 1600 TON MANUALLY OPERATED DIE CAST MACHINES

A suitable bench or shelf will be furnished at floor level at these machines for the inspector's use in performing his duties.

F. The Company and Union representatives will continue to investigate possible solutions to the problem of having suitable platforms above the front platens on die cast machines.

ARTICLE 50. RATES

A. It is understood those employees operating machines with multiple cavity dies will not be required to make up parts when certain cavities are closed off by any means.

B. Plant Management shall establish in accordance with the

provisions of Section 44 of the National Chrysler Agreement work standards on all production operations as early as is feasible and shall include in those standards all shift allowances appropriate to the operation. Standards that are established as temporary will be so designated. Until a standard is established on an operation Management will not issue any Supervisor reports or impose any penalties for the reason that an operator did not produce a sufficient number of parts.

ARTICLE 51. RELIEF TIME

When taking a personal relief allowance provided by the Agreement, employees may leave their work area, except into prohibited areas, provided it does not disrupt or interfere with other provisions or employees or with the orderly and efficient operation of the plant. Management plans to maintain existing break areas and will discuss, with the Union, future changes prior to implementation.

ARTICLE 52. RESTROOMS

A. CLEANING

It is understood the restrooms will be cleaned once per-shift during normal operating times and will receive proper attention during slack periods. The restrooms with concrete floors will be sealed in order to prevent deterioration and provide for better cleaning. Management agrees to disinfect and sanitize the restrooms as needed but at least twice a year.

B. MANPOWER

Management has instructed Caravan Facilities Management (CFM) to allocate the proper manpower to maintain restrooms in a clean, sanitary condition and to maintain floors in an acceptable housekeeping and safety condition. In addition, restrooms will be mopped and facilities will be disinfected each shift. Towels and tissue will be provided, stocked, and changed as needed, including on weekends and holidays.

C. MANAGEMENT INTENT

Management recognizes the desirability of clean restrooms and fully intends to continue positive action in this regard.

Janitorial personnel will be assigned to clean restroom walls on an as needed basis and such walls will be painted as needed.

D. RESTROOM FACILITIES

Management reaffirms its position that as a normal work assignment stairways leading to the restrooms will be swept and mopped each day.

E. MAINTENANCE

In response to the Union's concern regarding maintenance of restrooms, Management agrees to paint the restrooms as needed and provide additional lighting where required. Restroom PM's will be entered into TMS. Provided the plant is financially viable, management will initiate a program to incrementally remodel/repair restrooms, locker rooms and showers by prioritizing one (1) area every quarter.

ARTICLE 53. RIGGING AND MOVING

It is understood that millwrights will be assigned to the transporting of all platens, tie bars, large motors, and 1600 ton and up crosshead guide bars of the die cast machines to and from the work area in accordance to the STR program.

ARTICLE 54. ROTATION OF NON-SKILLED JOBS

Job assignments will be made in a fair and just manner. To this end, an employee requesting to be rotated will be given the opportunity to move to a different job/area.

It is understood that such rotation is subject to the protection of operating efficiency. (It is agreed that once an employee has been rotated he will not be rotated back to his present job/area until a reasonable amount of time has elapsed and he has been assigned to additional jobs/areas.) Rotations are intended to

last a minimum of six (6) weeks. Management has the right to hold for an additional two (2) weeks. The rotation in department 1100 is intended to be executed East to West and West to East. Any question concerning the rotation of employees may be referred to Labor Relations.

ARTICLE 55. SAFETY

All hourly and salary Casting Plant employees are required to follow established safety rules and procedures which will be enforced accordingly.

1. CONGESTED AISLES

It is recognized that congestion in the aisle ways and around machinery can adversely contribute to safety and housekeeping problems. Areas of concern may be brought to the attention of Management and the LHSC and addressed accordingly.

2. AISLE MARKINGS

Where conditions permit, aisle ways will be marked off for pedestrians only.

The aisle way markings will be reviewed periodically by the Safety Administrator and the Union Health and Safety Representative and will be marked as required.

3. SAFETY GLASSES

The Tool Stores will provide properly fitting safety glasses, as well as nose pads for safety glasses as needed.

4. 'OSHA' GUARDING

Protective rubber will be applied to all exposed edges of the 'OSHA' guarding on the mechanical trim presses.

5. UNSAFE JOBS

Specifically, supervisors are reminded of these obligations not to require employees to perform hazardous work, and to notify employees in their working area of concerns that might affect their health and safety.

It is also understood that one (1) Walkie-Talkie will be assigned to the Boiler area, for the Steam Engineers to use.

6. REPLACING ONE EMPLOYEE WITH ANOTHER

An employee removed from a work assignment because of an unsafe condition, will not be replaced by another employee until the reason for such removal has been corrected.

7. LADDERS/MANLIFTS

It is recognized that at times, for safety reasons, it is desirable to have a qualified employee available to assist another employee working on a ladder/manlift. When ladders/manlifts must be placed in aisle ways or other potentially hazardous locations, or when the job requires use of hands for carrying material up or down and no chain hoist or other mechanism is available, assistance will be provided.

8. HEARING AND SEEING DISTANCE

At times it would not be practical to work more than one employee in a department and it is unreasonable to expect another employee to be brought in where there is no work scheduled for him. However, when one employee is scheduled to work in a potentially hazardous situation, one or more employees will be assigned within hearing or seeing distance.

9. SAFETY PRIORITY

Management will maintain an adequate supply of spare parts to effect prompt repair of safety doors presently on cast machines.

10. SAFETY LOCKOUT

Any equipment that cannot be locked out according to the lockout procedure, Management will provide a means for safely locking it out. Members of LJHSC will validate all safety lock-outs.

11. SIGNS FOR OVERHEAD WORK

When overhead work is being performed that could endanger employees below, suitable signs will be set up.

12. DEPT. 1200 - AIR BLOW OFFS

In fabricating air blow off lines for Department 1200, the tubing will be soldered to the fitting.

13. HAULING CASE DIES

It is understood that at times it is more efficient and safe to have dies placed in an upright position on the appropriate die wagon when being returned to the cast floor. To this end, management will remind/communicate such requests to the affected parties in order to enhance employee safety and efficiency.

14. WELDER CURTAINS

Welder curtains are currently set-up in stock in the Tool Crib and will be maintained.

15. TOOL BOX STORAGE

The areas that have been designated for skilled trades tool boxes will be marked off and kept clear for use by skilled trades employees. Any problem relating to these areas may be referred to Labor Relations.

16. WATER TANKS

Management will establish a schedule for the cleaning of water tanks in the plant on a regular basis to ensure satisfactory conditions. It is understood that the dust collector at the grinders in the Tool Room will be cleaned in conjunction with the water tanks on a regular basis.

17. MATERIAL TRAIN

The material train that hauls parts to the Transmission Plant will be loaded at the shipping dock area. There will be occasions when because of inclement weather, inoperable outside doors or other similar such reasons, it will be necessary to load the material train inside the plant

in an area other than the shipping dock area. When this is necessary the Union will be notified and any dispute regarding the necessity for loading the material train inside the plant may be taken up with the Labor Relations Administrator.

18. REVERB CURTAINS

Reverb furnace well curtains will be installed and maintained.

19. LOCK OUT PROCEDURE

Die cast machine lock procedures are posted on the main electrical control panel of each machine.

20. STEAM CLEANER PLATFORM

A safe means of steam cleaning the tops of machines, such as a platform, will be investigated. Until a solution is reached, a man lift will be made available for such steam cleaning.

21. RACKS

Workamatic racks and rack stops will be kept in proper working order.

22. OUTER DRIVE

Holes and metal plates in the outer drive will be repaired when brought to the attention of Management.

23. FLASH SHIELDS

The flash shields will be modified where necessary to protect employees from die spitting and lube mist.

24. ELECTRICAL POWER SUPPLY CORDS

The electrical power supply cords on welders and steam cleaners will not be taped or spliced to repair. They shall be replaced.

25. EXPOSED ELECTRICAL WIRING

The parties emphasized the importance of keeping damaged and exposed electrical wiring and conduit properly

covered and repaired. Management ensures that prompt attention will be given to these items.

26. 'Y' CONVEYOR - REMELT

The grating around this conveyor will be covered with solid plate. Also, the stairway will be covered with a hatch.

27. CYCLE LIGHTS

Die cast machine cycle lights in Department 1100 will be maintained.

28. SAFETY LIMITS - BOILER HOUSE

Safety limits on compressors and boilers will be maintained in good operating condition.

29. BRIDGE CRANES

Overhead bridge cranes will have a remote pendant, and management will maintain spare remotes. All repairs/replacements will be made as required to insure safe operation. Recommended repair work and cleaning as required will be performed on all overhead bridge cranes.

The Company commits to turning the west trolley 180 degrees by December 31, 2022.

30. RESURFACE AISLEWAYS

The holes in Department 1000, monorail aisles, and traffic aisles that cause a safety hazard will be given prompt attention.

31. TRIM PRESS OPERATIONS

The parties discussed the operation and condition of the trim presses. The Union expressed its belief that employees should not be permitted to restart a press if it repeatedly stalls or falls out of cycle during the course of a shift. The Union expressed its concern for extensive maintenance of the presses and for the safety of the operator in restarting the press.

A preventative maintenance and safety audit program has been developed and implemented for trim press operations.

In addition, Management, in recognition that the double air valve controlling the clutch/brake mechanism may fail or deteriorate contributing to the stall of the press cycle, stated that a supply of such valves have been ordered and will be made a shelf stock item. With respect to the matter of safe operation, Management stated under normal operating conditions a press may stall periodically during the course of the shift and the employee is expected to restart the press. However, if the press stalls repeatedly in the course of the shift, the employee is expected to notify supervision of the condition so that corrective action, if required, may be taken. Employees will be reinstructed on the proper method of operating the presses and on the seriousness of tampering with the equipment or the press operation.

32. MOBILE CRANE

During our negotiations the Union expressed their concern that employees who operate the MI-Jack should be fully qualified. Management shares the Union's concern and has qualified and licensed a limited number of employees as sole operators. Management may wish to qualify additional employees if they are needed and prior to taking such action agrees to discuss its plan with the Union.

33. TROUGH (HOT METAL)

A. Hot metal troughs used in Department 1000 will be properly maintained, and all come-a-longs will be made of steel.

B. FILL TROUGH STANDARDIZATION

The positioning of fill troughs in Department 1100 will be standardized.

34. OIL DEFLECTOR PLATES AND DRAIN TROUGHS (1200)

Oil deflector plates and drain troughs on the hydraulic trim

presses in Department 1200 will be maintained.

35. OIL SPILLS AND LEAKS

The parties agree oil leaks create a hazard to all employees. Management has initiated and maintained a comprehensive hydraulic oil conservation program resulting in considerable oil savings by the timely repair of oil leaks throughout the plant. Management is committed to continue its efforts to eliminate oil leakage in the plant. It is agreed that prompt attention will be given to any hazards that exist.

36. DIE CAST MACHINES

The matter of safety devices and procedures to ensure the safe operation of die cast machines was discussed at length and the parties reaffirmed their respective and joint commitments to employees safety. It is further understood the implementation of safer procedures and updated safety devices should help eliminate any unsafe conditions. All new or rebuilt machinery in KCP will be turned over to production in accordance with Powertrain specifications.

37. STEAM / WATER / AIR LINES

Prompt attention will be given to the repair of defective steam, water and air lines.

38. SHOP LIFTERS AND CARTS

Shop lifters and carts used in Maintenance and the Die Room will be maintained in a safe condition.

39. HAZARDOUS WASTE DISPOSAL

The Union was assured that the Casting Plant's procedure for storing, transporting and disposing of hazardous waste material will continue to be in conformance with E.P.A. requirements.

40. PHONE IN ELEVATOR

A phone will be installed in the plant elevator to use in

case of emergency.

41. OVERHEAD LUBBERS - DEPT. 1100

Safety chains will be installed and maintained on all overhead lubbers on die cast machines in Department 1100.

42. SAFETY GUARDING

Management will take appropriate action to ensure the die cast machine safety guarding meets Chrysler and OSHA requirements. Employees will be reinstructed regarding their obligations to reposition disconnected safety guarding. Supervisors will be reinstructed regarding their responsibilities with respect to safety guarding.

43. Provide sound deadening measures on the rotoblast in Trim to alleviate the natural noise level.

44. When electricians are required to work on devices of 277 volts and above, an additional electrician will be present if requested.

45. Management will allow operators manually operating transaxle die cast machines to request rotation after four (4) hours if the physical burden becomes a hardship.

46. Management agrees to ensure that remote control units are available for use on all case machine overhead cranes and maintain dedicated spares. Recent, limited experience with remote control units indicate that managing and maintaining remote control systems requires a mechanism for providing a supply of these units, making expeditious repairs to any element of the system and ensuring adherence to the procedure by all employees. Management will take necessary steps, including training, to facilitate proper system management. Both parties understand that there may be occasions whereby drop-down pendants are required or preferred for use in order to maintain efficient operations or for maintenance activities. Any concerns related to the safe operation of these cranes should be

brought to the attention of the Local Joint Health and Safety Committee.

47. The Safety Department will coordinate annual visits to the plant by a safety shoe truck.

48. The parties agree to adhere to preventive maintenance cleaning schedules for fan rooms, blowers and substations.

49. CONTROL RELIABILITY

Machines that are NOT control reliable or cannot be locked out, will require full lock out or have alternative procedures established.

50. The Company commits to completing the fall protection on the roof. The remaining roof fall protection will be completed and in place by December 31, 2022.

ARTICLE 56. SCRAP CHUTES

Covers will be provided for the scrap chutes in order to prevent scrap from being thrown down the chute when the conveyor is down.

All scrap conveyors and shakers systems will be maintained in proper working condition.

ARTICLE 57. SENIORITY - EMPLOYEES WITH SAME DATE OF HIRE

The following procedure will apply: employees who complete their probationary period on the same date will be ranked on the seniority list based on a random numerical drawing held during the safety orientation training. This drawing will be conducted by the Union Committeeman. The Union will provide the employment office with the seniority dates. Any absences during an employee's probationary period due to military duty will be considered as "days of employment".

Employees of other Chrysler Plants who in the future are transferred to the Kokomo Casting Plant under work opportunity or with seniority will, if they have the same seniority date, be placed on the seniority list after current KCP employees with same seniority.

ty date in alphabetical order by their last name.

However, if the employees come from the same plant they will be placed on the seniority list according to how they ranked at their previous plant. It is understood that this will not affect understandings prior to 1979.

ARTICLE 58. SHIFT LEVELING

Management will attempt to level shifts on the weekends. When it becomes necessary to level shifts through the week, reasons for the action will be furnished to the Steward by the Supervisor.

ARTICLE 59. SHOT ENDS

The Union is advised that concentrated efforts will be made by Management to insure that shot ends are maintained in a satisfactory manner.

ARTICLE 60. SHOWERS

A. SHOWER ROOMS

The showers in all locker rooms will be maintained as required.

B. TEMPERATURE CONTROL VALVES

A temperature controlling valve will be maintained, where required, to prevent excessively hot water coming from the plant showers.

ARTICLE 61. SUMMER HELP

It is recognized that on rare occasions a seniority employee may wish to exercise a shift preference that would bump a supplemental (temporary) employee. When such a request is made management will give consideration to the request provided it does not negatively impact the efficiency of the operations. No more than an equivalent of 12% of the SVR population will be affected in any given summer.

ARTICLE 62. CONTRACTOR

A. EQUIPMENT

Any issues regarding contractor equipment will be referred

to the Safety Department. It is further understood the plant LHSC may perform audits on contractor PIV pre-trip inspection records.

B. VENDORS

The Outside Contractor Notification Language (OCN) procedure will be utilized to notify union of vendors presence and purpose.

ARTICLE 63. TARPAULINS

- A.** A cover will be retained over the entire length of the wall louvers along the south wall in the Melt Department. Tarpaulins will be installed on the north and south louver systems of the open courts. Alternative means/improvement to our current systems will be implemented during the course of this agreement.
- B.** The parties have had extensive discussions in relation to the installation of steel roll-up doors in certain locations within the plant. To that end, the parties agree to install steel roll-up doors in a pilot area – 60 row courtyard (4 on north wall and 4 on south wall). If the pilot is advantageous and reduces the variability of temperature fluctuations within the pilot area, the parties will jointly develop a plan for further expansion.

ARTICLE 64. TOOL STORES

A. CRIB STOCK (ARRANGED)

The stock in the crib will be arranged so that it will not be necessary for stock to be stored in the aisle ways. The Union is also assured that additional shelves will be added, as needed, to minimize any future congestion problem in the crib.

B. STOCK BUY AND REMOVAL

Under normal circumstances, Management will not perform the duties of a tool room attendant in order to avoid overtime.

Under normal circumstances, Supervisors will not buy out or remove stock from the crib but will assign such to hourly employees.

ARTICLE 65. TRANSFERS

An employee transferring to a new department may be transferred back to his former department if he is not suitable for the job, provided that in such case he shall be transferred back to his former department within sixty (60) days. This sixty (60) day period may be extended by mutual agreement in proper cases.

ARTICLE 66. TRASH

A. TRASH PICKUP

Trash will be picked up on an as needed basis. Problems relating to frequency of trash pickup may be referred to Labor Relations.

ARTICLE 67. TRUCK DOOR

Management intends to keep the dock plates and seals in good operating condition.

ARTICLE 68. UNION BULLETIN BOARDS

Current union bulletin boards will be maintained and replaced when required.

ARTICLE 69. VACATION

A. PERCENTAGE

The problems of vacation scheduling were discussed during the Negotiations and the Union is advised that Management will schedule vacations in accordance with the National Agreement. It is also understood that the percentages used during the vacation scheduling year will be continued. Problems which may arise in this area may be brought to the attention of Labor Relations.

B. JOURNEYMAN - TEMPORARY

Journeyman skilled tradesmen will have preference of shift and vacation schedules over temporary employees in the

same classification and temporary employees may apply seniority among themselves in these areas; provided that no impairment to the efficiency of our operation would result.

C. LAYOUT INSPECTION

Skilled trades employed in the Inspection Department will schedule their vacation leaves by classification. It is understood that the provisions included in the National Agreement will also apply in this regard.

D. SUMMER MONTHS - APPRENTICES

It is Management's intent to encourage supervision to give consideration to summer vacation months in scheduling vacations for apprentices.

ARTICLE 70. VENDING AREAS

The vending areas will be kept clean.

ARTICLE 71. WATER FOUNTAINS

It is understood that one (1) spare water fountain and necessary parts will be available in order to properly maintain water fountains. It is also understood that an adequate supply of water fountains will be provided throughout the plant.

In addition, all water fountains will be maintained in a sanitary and usable condition.

ARTICLE 72. WELDING

A. CURTAINS AND SHIELDS

Welder curtains and portable shields will be stocked in the crib for replacement purposes.

B. DIE ROOM TRAINING

In keeping with our understanding, it is agreed to train additional employees as Tool Room Welders, on an as needed basis, for the purpose of filling in on a temporary basis.

ARTICLE 73. WHEELS

A. 5" AND 8" STOCKED

Neoprene rubber wheels will be furnished and stocked in the crib in both 5" and 8" diameter. Replacement wheels also will be made available. It is understood that the 5" Neoprene rubber wheels will be installed on all inspection carts.

B. CARTS, BOXES, ETC.

In addition, it is understood that the wheels which were discussed in the 1976 Negotiations for the different carts and boxes, plus the small tires for the sweeper-scrubber, will be stocked in the crib.

C. EIGHT INCH STEEL

Eight (8) inch steel wheels will be placed on the janitorial mop carts and on the present steam cleaning machines.

ARTICLE 74. WINDOWS

Windows for the shot and vapor blast machines in the Tool and Die area will be kept in stock, and will be replaced in the machines as required.

ARTICLE 75. WORK ASSIGNMENTS

A. VARIATION OF ASSIGNMENTS

It is Management's intent to provide the most desirous working atmosphere without affecting the efficiency and productivity of the plant. Along this line, it is recognized that a variation in job assignments may be beneficial to both the employee and the company. Therefore, the Union is assured that positive steps will be taken to vary the assignments. Also, any employee desiring to have his job assignment changed should make his request known to his supervisor for proper consideration. The employee will then be advised as to the feasibility of the request. Any problems which may arise in this area may be brought to the attention of Labor Relations. Violations continuing in this area will result in a more restrictive approach by Management. When assigning relief jobs management will

consider senior qualified employees.

B. SHOT ENDS AND AUTOMATIC LADLES

It is agreed that the Mechanical Technician classification will adjust automatic ladles in conjunction with the raising and lowering of shot ends in accordance to the STR program. It is understood that minor adjustments to automatic ladles will continue to be performed by the qualified Team Leaders and/or Team Members when the shot ends are not involved.

C. TEMPORARY ASSIGNMENT

1. FAIR AND JUST ASSIGNMENTS

In conjunction with the discussion held during the Local Negotiations, the Union is assured that the work assignments in the Maintenance Department will be made in a fair and just manner.

2. JOB ROTATION

Management will continue to offer rotational opportunity to skilled trades employees who desire a different type of assignment within their trades. In this application, a fair and just assignment must consider (a) the seniority of the employee involved (b) the employees' overall work record including attendance (c) the employees ability and experience to completely perform assignments (d) the necessity for appropriate training (e) abuse of the procedure and (f) efficiency of operations. Additionally, the opportunity for job rotation should in no way impede Management's right to assign work as necessary.

D. RESEARCH AND DEVELOPMENT

If Management utilizes Die Cast Machine 94 for production capacity, job assignments will reflect traditional manning.

ARTICLE 76. TRAINING

Departmental training will be afforded by seniority unless special-

ized training or protection of the operations dictates otherwise. Management will discuss/advise the union when this deviation is required.

Management will evaluate training to ensure that employees are instructed to perform work safely and to determine if training is adequately preparing an employee to acquire the necessary ability to perform the job. New hire training in die cast will comprise of; 2 weeks in components, 2 weeks in cases and 1 week in blocks. Training in trim department will be 40 hours by area.

ARTICLE 77. ERGONOMICS

It is recognized that Quality Management issues One Point Lessons (OPL's) requiring reworking of part to eliminate customer quality issues. The OPL generally is the short term solution. To ensure consistency of our Ergonomic priorities, the Ergonomic Committee will review all OPLs issued by Quality Management that may have a potential impact to an employee from an ergonomic risk exposure perspective. Jobs with ergonomic risks that are identified as high risks will be relieved by job modifications and/or adjusting manpower until the risk is reduced.

Article 78. TOOL ROOM

During these negotiations, there was considerable discussion and emphasis placed on Tool Room operations and facilities. With that, Management recognizes the benefits of efficient Tool Room functionality. As a result, there have been several enhancements to the Tool Room in this regard. Moving forward, Management will continue to be receptive and open to discussions with the Union regarding this subject.

Article 79. FACILITIES/PLANT LAY OUT

Management will consider the Union's input on plant layout and trade's shops.

The Company commits to establishing an electric shop after additional white space is identified following completion of the case line project. Once the location is determined, the

Company will work with the Company electricians on layout and set-up. All proposed equipment will be consolidated into the electric shop, including the existing layout table, pipe bender, band saw, power hand tools & stocked with parts for repair projects and maintenance. The anticipated completion of the case line is at the end of the first quarter 2023. Anticipated completion of the electric shop will be within 3 months after completion of the case line. The Company will provide local union leadership with bi-weekly updates on the progress of the case line completion and identification of the location for the electric shop.

ADDENDUMS

1. Raise the stacks on reverbs so fan rooms 1, 2, and 3 are not drawing smoke into plant.
2. Additional storage racks to properly store all die and slides.
3. Will rent 80,000 pound fork truck for Cuneo as needed.
4. Purchase additional Die Hangers and designated location inside building for storage.
5. Insulate and maintain environment conditions for 7/8 and 9/10 load houses.
6. Additional storage racks to properly store all die and slides.
7. The Company commits to providing two additional ice machines. Locations of additional ice machines will be jointly identified by the local Union and management. The ice machines will be provided within 60 days after ratification.
8. The Company commits to providing a pipe bender capable of bending up to 3 ½ inch diameter conduit and high-pressure pipe. The Company will obtain input from the appropriate skilled trades employees to determine the required capabilities of the bender prior to the Company soliciting

quotes. The Company and skilled trades employees will determine the final pipe bender to be purchased based on the input received from the appropriate skilled trades employees. The Company will complete the process within 120 days after ratification.

- 9.** The Company commits to upgrading the controls of the G&L machine. Once an assessment (initial review scheduled for September 12, 2022) is completed on the tasks associated with the upgrade, the Company will provide detail of the planned upgrades of the G&L machine and any training requirements associated with the upgrade within 60 days. Upgrades and training will be completed within 280 days of the assessment. In the event that parts are not available the Company will meet with the Union to review alternative timing or solutions.
- 10.** The Company is working on the shaker project which is expected to be completed by the end of 2023 and will alleviate the current issues. In the meantime, the Company will schedule Commercial Sewer to perform a complete cleaning over the Christmas break in 2022. Further, when the Union believes that cleaning may be required for skilled trades employees to perform maintenance activities, the Company will work with the SBM janitorial team to clean the area in question. The Company will require SBM to assign four janitors to support routine cleaning in the basement until the shaker project is completed.
- 11.** The Company agrees to complete the mounting of the crane in the robot repair area. The project will be completed by March 31, 2023. Once the TA is ratified, the Company will begin work on the project.
- 12.** The Company commits to repair the CNC lathe on or before December 31, 2022.
- 13.** The Company commits to completing the building of two sets of storage racks for the engine block tooling. Ten racks

will be for top and bottom slides and ten will be for side slides. The racks will be completed by March 31, 2023.