



2025 NATIONAL & LOCAL AGREEMENTS

UAW AND ROLLS-ROYCE

2025 Local Agreement begins on page 206

**A FORCE FOR PROGRESS POWERING, PROTECTING
AND CONNECTING PEOPLE EVERYWHERE**



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INTRODUCTION

The management of Rolls-Royce Corporation recognizes that it cannot get along without labor any more than labor can get along without the management. Both are in the same business and the success of that business is vital to all concerned. This requires that both management and the employees work together to the end that the quality and cost of the product will prove increasingly satisfactory and attractive so that the business will be continuously successful.

Rolls-Royce Corporation holds that the basic interests of employers and employees are the same. However, at times employees and the management have different ideas on various matters affecting their relationship. The management of Rolls-Royce Corporation is convinced that there is no reason why these differences cannot be peacefully and satisfactorily adjusted by sincere and patient effort on both sides.

PREFACE

Rolls-Royce Corporation and the UAW recognize their respective responsibilities under federal, state, and local laws relating to fair employment practices.

The Company and the Union recognize the moral principles involved in the area of civil rights and have reaffirmed in their Collective Bargaining Agreement their commitment not to discriminate because of race, religion, color, age, sex, national origin, or individuals with disabilities.

AGREEMENT

Entered into this February 26th, 2025 between Rolls-Royce Corporation, hereinafter referred to as the Company, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, here in after referred to as the Union, as representing the production, maintenance and tool and die employees in the bargaining units where they have been certified as the collective bargaining unit representative and where it has been negotiated by the parties that this Agreement is applicable.

Further it is agreed that the sections of this Agreement which have been made subject to local bargaining such as Paragraph (59) local seniority procedures, Paragraph (63) local transfer procedures, Paragraph (71) local equalization of hours procedures, Paragraph (75) local shift preference procedures and Paragraph (100) local wage rules, as well as any other matter specifically reserved for local bargaining, may be negotiated only by the recognized representatives of the respective parties. The recognized representatives for this purpose are the Shop Committee for the Union and Labor Relations for the Company.

RECOGNITION

(1) The Company recognizes the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, as the exclusive representative of the production, and maintenance and tool and die employees, except those listed in Paragraph (3) below for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, or other conditions of employment in the bargaining unit in which they have been so certified, subject to and in accordance with the provisions of the Labor Management Relations Act of 1947 and applicable orders of the National Labor Relations Board.

(2) In case the UAW shall be certified as the bargaining representative for any additional bargaining units where it is designated as the exclusive collective bargaining representative through the National Labor Relations Board, the matter of including such unit under terms of this Agreement shall be negotiated between the Labor Relations Staff and the Shop Committee of Local 933, UAW and the International Officers of the Union.

(3) For the purposes of this Agreement the term "employee" shall include all production, maintenance and tool and die employees in the bargaining unit covered hereby. Personnel classified as "salary" are excluded. "Salary" refers to all full time, flex, temporary and contract employees performing salaried functions.

Union Security and Check-Off of Union Membership Dues

(4) An employee who is a member of the Union at the time this Agreement becomes effective shall continue membership in the Union for the duration of this Agreement to the extent of paying an initiation fee and the membership dues uniformly required as a condition of acquiring or retaining membership in the Union.

(4a) An employee who is not a member of the Union at the time this Agreement becomes effective shall become a member of the Union within ten (10) days after the thirtieth (30th) day following the effective date of this Agreement or within ten (10) days after the thirtieth (30th) day following employment, whichever is later, and shall remain a member of the Union, to the extent of paying an initiation fee and the membership dues uniformly required as a condition of acquiring or retaining membership in the Union, whenever employed under, and for the duration of, the Agreement

(4b) Anything herein to the contrary notwithstanding, an employee shall not be required to become a member of, or continue membership in, the Union, as a condition of employment, if employed in any state which prohibits, or otherwise makes unlawful, membership in a labor organization as a condition of employment.

(4c) The Union shall accept into membership each employee covered by this Agreement who tenders to the Union the periodic dues and initiation fee uniformly required as a condition of acquiring or retaining membership in the Union.

(4d) The Local Union will furnish Local Management, not later than fifteen (15) days prior to implementation of the automatic dues deduction system at any plant, the names of all members paying dues direct to the Local Union. Thereafter, the Local union will advise Management, promptly, of any changes to this list.

(4e) Any dispute arising as to the employee's membership in the Union shall be reviewed by a representative of local Management and the Chairperson of the local Shop Committee and/or the Financial Secretary, and if not resolved, may be decided by the Impartial Umpire.

(4f) "Member of the Union" as used in paragraphs (4) and (4a) above means any employee who holds membership in the Union. Such members shall not be more than thirty (30) days in arrears in the payment of membership dues.

(4g) Initiation fees for membership in the Union shall not exceed the maximum prescribed by the Constitution of the International Union at the time the employee becomes a member.

(4g1) In any state wherein Paragraphs (4) and (4a) of this Agreement cannot be made effective because of state law, an employee who is not a member of the Union at the time this Agreement becomes effective shall pay to the union as a condition of continued employment, within ten (10) days after the thirtieth (30th) day following the effective date of this Agreement or within ten (10) days after the thirtieth (30th) day following employment, whichever is later, a sum equal to the Union's or local's initiation fee charged members and also a sum monthly which is equal to the monthly dues required of the Union's or local's members at each location, provided that such condition of continued employment is not prohibited by state law and, provided further, that such condition of continued employment continues to be lawful under the National Labor Relations Act, as amended.

(4g2) Any dispute which may arise as to whether an employee has paid the sum of money which is required to be paid as a condition of continued employment under Paragraph (4g1), shall be reviewed with the employee by a representative of the Local Union and a representative of Local Management. Should this review not dispose of the matter, the dispute may be referred to the Umpire whose decision shall be final and binding on the employee, the Union and the Company.

AUTHORIZATION FOR CHECK-OFF OF DUES

**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW)
DETROIT, MICHIGAN 48214**

FIRST NAME

MIDDLE INITIAL

LAST NAME

SOCIAL SECURITY NUMBER

ADDRESS (NUMBER AND STREET)

PLANT

CITY

STATE

ZIP CODE

To: Rolls-Royce Corporation

I hereby assign to that Local Union of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), designated by the International Union to the Company in writing, as having jurisdiction over the unit where I am employed, from any wages earned or to be earned by me as your employee, or from any Regular Benefits to be paid to me under the Doc 3 (in my present or in any future employment by you), such sums as the Financial Officer of said Local Union may certify as due and owing from me as membership dues, including an initiation or reinstatement fee and monthly dues in such sums as may be established from time to time as union dues in accordance with the Constitution of the International Union, UAW. I authorize and direct you or the Trustee of any Rolls Royce Corporation/ UAW Doc 3 fund, as the case may be, to deduct such amounts from my pay or from any Regular Benefits and to remit same to the Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This authorization is made pursuant to the provisions of Section 302 (c) of the Labor Management Relations Act of 1947 and otherwise.

Applicant's Signature _____

Date _____

Witness _____

(4h) During the life of this Agreement, the Corporation agrees to deduct from the pay of each employee, or notify the Trustee of the Rolls-Royce Corporation/UAW Doc 3 to deduct from each such employee's Regular Benefits, Union membership dues levied by the International Union or Local Union in accordance with the Constitution and By-Laws of the Union, provided that each such employee executes or has executed the following "Authorization for Check-Off of Dues" form; provided further however, that the Company will continue to deduct monthly membership dues from the pay of each employee for whom it has on File an unrevoked "Authorization for Check-Off of Dues form."

(4i) "Deductions shall be made only in accordance with the provisions of said "Authorization for Check-Off of Dues," together with the provisions of this Section of the Agreement.

(4i1) Once each month, the designated financial officer may submit to local management a list showing the name and social security number for each employee who is certified as owing an initiation fee and/or monthly dues, specifying the amount of the liability and the period to which any such monthly dues liability applies.

(a) This list shall be dated and shall be submitted on or before the first Tuesday following the third pay day in the month.

(b) Such amounts will be deducted from the first pay received following the first payroll period ending in the next following calendar month provided the employee has sufficient net earnings to cover the liability.

(4j) A properly executed copy of such "Authorization for Check-Off of Dues" form for each employee for whom Union membership dues are to be deducted hereunder, shall be completed by the employee and submitted to the Local Management before any dues deductions are made, except as to employees whose authorizations have heretofore been delivered to Local Management. Deductions shall be made thereafter, only under the applicable "Authorization for Check-Off of Dues" forms which have been properly executed and are in effect. Local Management shall deliver to the Local Union an "Application for Membership" form for each employee for whom Union membership dues are to be deducted under the provisions of the Check-Off except as to employees whose authorizations have heretofore been delivered.

(4k) Check-Off deductions under all properly executed "Authorizations for Check-Off of Dues" forms which have been delivered to Management on or before the effective date of this Agreement shall begin with the month of March 2020.

(4l) The initial monthly dues deduction from the pay of an employee who completes an "Authorization for Check-Off of Dues" form shall be made from the second pay received by the employee following the date on which the authorization was executed. It shall be presumed that employees owe initiation fees, unless they had previously executed an "Authorization for Check-Off of Dues" form at that plant, and such initiation fees will be deducted simultaneously with the initial deduction as specified in this paragraph. Thereafter, the Union membership dues for each succeeding calendar month shall be deducted as follows:

(a) The deduction for monthly dues will be made from the first pay received following the first payroll period ending in the calendar month. All payroll periods ending in a calendar month will constitute, in the aggregate, the dues deduction month. Regular monthly dues and past dues or initiation fees, if any, will be deducted provided the employee has sufficient net earnings to cover the deductions. In the event there are insufficient net earnings, the deductions will be made from the subsequent pay or Regular Benefit received by the employee that is sufficient to cover the deductions. Any liability will be carried forward until the employee has sufficient net earnings to cover the deduction or breaks seniority, whichever occurs first. However, deductions will only be made from Regular Benefits provided the employee has an applicable "Authorization for Check-Off of Dues" form in effect as of the date the deduction is made. In the event an employee has a past dues or initiation fee liability and receives a payment for the unused portion of Vacation Entitlement, such liability may be deducted from such payments.

(b) The dues deducted from an employee's earnings will be a sum equivalent to two and a half (2.5) hours straight time pay and will be based upon the employee's hourly wage rate including cost of living allowance but excluding all other premiums for the job classification of record held by the employee during the pay period to which the deduction applies.

(c) In the event of a retroactive change in an employee's job classification of record for the pay period in which dues have been deducted, there will be no retroactive adjustment in the check-off of Union membership dues.

(d) The amount deducted from an employee's pay pursuant to these provisions shall be in addition to an amount which may be authorized by a Local Union pursuant to the Constitution and By-Laws of the Union and of which the Local Union has given notice to Local Management.

(e) In the event an employee does not receive a paycheck for a payroll period ending in a dues deduction month prior to the receipt of a Regular Benefit applicable to any such period, union dues in the amount of five dollars (\$5.00) or such other amount as may be established as dues shall be deducted from the Regular Benefit, provided the employee has the applicable "Authorization for Check-Off of Dues" form in effect as of the date the deduction is made. In the event such an employee subsequently receives a paycheck for a payroll period ending in the same dues deduction month, the difference between the amount of union dues paid and the amount then owing will be deducted from such pay check.

(4m) In cases of employees rehired, or returning to work after layoff or leave of absence, or being transferred back into the bargaining unit, who previously have properly executed "Authorization for Check-Off of Dues" forms, deductions will be made for membership dues as provided herein.

(4n) In cases where a deduction is made which duplicates a payment already made to the Union by an employee, or where a deduction is not in conformity with the provisions of the Union Constitution and By-Laws, refunds to the employer will be made by the Local Union.

(4o) Dues deductions shall be remitted to the designated financial officer of the Local Union once each month as soon as available but no later than 10 days after the regular deduction date. Any deductions made from subsequent payrolls or from Regular Benefits paid during payroll Periods that end in the calendar month shall be included with the remittance for the following month. Local Management shall furnish the designated financial officer of the Local Union, monthly, with the names, social security numbers, department numbers and clock numbers of those for whom deductions have been made, the amounts of the deductions and the amounts deducted, by employee and in total, respectively, for initiation fees, regular monthly dues, and S.U.B. dues. Regular monthly dues and S.U.B. dues shall be identified as to the period to which such deductions apply. This information should be furnished along with the dues remittance. The designated financial officer will be advised of the order in which the names will be listed and of any future changes in the order of the listing as far in advance as possible. The foregoing notwithstanding, deductions made on a declining balance basis, deductions of a past dues or initiation fee liability from a Regular Benefit and deductions from pay for a liability incurred more than six (6) months prior to the actual deduction date will not be identified to a specific deduction month.

(4p) Any dispute which may arise as to whether or not an employee properly executed or properly revoked an "Authorization for Check-Off of Dues" form, shall be reviewed with the employee by a representative of the Local Union and a representative of Local Management. Should this review not dispose of the matter, the dispute may be referred to the Umpire, whose decision shall be final and binding on the employee, the Union and the Company. Until the matter is disposed of no further deductions shall be made.

(4q) Neither the Company nor the Trustee of the Rolls-Royce Corporation/ UAW Supplemental Unemployment Benefit Plan Fund shall be liable to the International Union or its locals by reason of the requirements of this Section for the remittance or payment of any sum other than those constituting actual deductions made from employee wages earned or from Regular Benefits received.

(4r) In the event net earnings are sufficient to cover union membership dues for only one dues deduction month and an employee has a dues liability for more than one (1) month, the deduction will be for the current dues deduction month. In such situations member dues for the past dues liability will be deducted from the next earnings received in that month or in a succeeding month in which the employee has sufficient net earnings to cover such union membership dues.

(4s) In the event an employee receives a back pay settlement or award for any calendar month for which no dues deduction has been made, a deduction for each such month shall be made from such settlement or award.

Administration of the Agreement

(5) The purpose of this Agreement is to provide orderly collective bargaining relations between the Company and the Union, to secure a prompt and fair disposition of grievances, to eliminate interruptions of work and interference with the efficient operation of the Company's business. If either party believes that the provisions of this Agreement are being administered in a manner inconsistent with the orderly collective bargaining relations, the circumstances will be discussed between the designated representative of local Management and the Chairperson of the Shop Committee, in an effort to resolve the problem. If the problem is not resolved locally, the Vice President of Human Resources for the Company or the Director of the servicing International Union department may request, in writing, a meeting of their designated representative to discuss the problem and take appropriate action.

Discrimination

(6) The Company will not interfere with, restrain or coerce employees because of membership or lawful activity in the Union, nor will it by discrimination in respect to hire, tenure of employment or any term or condition of employment, attempt to discourage membership in the Union. Further, the Company and the Union shall apply all provisions of this Agreement to all employees covered without discrimination based on race, color, religion, age, sex, national origin, or individuals with handicaps, or disabilities as required by appropriate state and federal law.

(6a) Any claims of violation of this policy, claims of sexual harassment or of any laws regarding discrimination or harassment on account of disability may be taken up in accordance with Paragraph (30) of this Agreement. When a complaint containing a claim of violation of this paragraph is appealed to the Shop Committee the Chairperson of the Shop Committee may refer the claim to a designated member of the Civil Rights Committee of the local Union for a factual investigation and report. Any such investigation will be conducted in accordance with the provisions of Paragraph (34). Neither the Chairperson of the Civil Rights Committee, nor the member of the committee that the Chairperson may designate to investigate such a claim in the Chairperson's place, shall receive pay from the Company based solely upon any activity arising pursuant to this paragraph. The grievance and arbitration procedure shall be the exclusive contractual procedure for remedying such discrimination claims.

(7) The Union agrees that neither the Union nor its members will intimidate or coerce employees in respect to their right to work or in respect to Union activity or membership, and further that there shall be no solicitation of employees for Union membership or dues during working time. The Union further agrees that the Company shall take disciplinary action for any violations of this provision.

Rights of the Company

(8) The right to hire; promote; discharge or discipline for cause; and to maintain discipline and efficiency of employees, is the sole responsibility of the Company except that Union members shall not be discriminated against as such. In addition, the products to be manufactured, the location of the plants, the schedules of production, the methods, processes and means of manufacturing are solely and exclusively the responsibility of the Company.

REPRESENTATION

(9) The Union shall be represented in the bargaining unit as follows:

In a ratio of not to exceed one district committeeperson for each two hundred and fifty employees covered by this Agreement. Any deviation from these rules to cover special conditions or any remote plant location will be negotiated between Labor Relations and the Shop Committee. If the issue cannot be resolved in this manner it may be taken up by representatives of the International Union with the Company.

District Committeepersons

(10) Each bargaining unit will be districted by agreement between the Management and the Shop Committee so that insofar as practicable each district on each shift shall contain approximately two hundred and fifty employees. Each committeeperson shall have a defined district. The members of the Union in each such district shall select a committeeperson who is working in that district to represent the employees in that district. An alternate district committeeperson in each district, whose duties shall be the same as those of the regular district committeeperson for that district while the regular committeeperson is absent from the plant, may be selected by the members of the Union. The total number of employees receiving a regular payroll check for work performed (plus employees who did not receive a regular payroll check who are on an approved vacation or leave of absence pursuant to Paragraphs 103 and 109 - short term) during a week representative of normal operations, mutually selected by the Management and Shop Committee, will be the number used for redistricting. Plants shall be redistricted not more frequently than at six-month intervals, upon request of either the Management or Shop Committee, when there is a change in the number of employees equal to two hundred and fifty or five percent, whichever is greater. Thereafter, redistricting shall be accomplished within twenty working days of such request.

Shop Committees

(11) The Shop Committees in the plants covered hereby shall be as follows, except in plants up to 5000 employees the Union has the option of selecting plan A or plan B where applicable:

Shop Committee Consists of:

Employment in Plant	Plan	Number of Districts	District Committee Persons at Large	Zone Committee Persons	Total Shop Committee Persons
Up to 51		2	2	0	2
51 to 250	A	3	3	0	3
	B	2	2	1	3
250 to 700	A	5	0	5	5
	B	4	4	1	5
700 to 1500	A	7	4	1	5
	B	6	0	5	5
1500 to 2500	A	6 to 10	0	5	5
	B	6 to 10	3	4	7
2500 to 3500	A	10 to 14	0	5	5
	B	10 to 14	3	4	7
3500 to 5000	A	14 to 20	0	5	5
	B	14 to 20	3	4	7

(12) In plants in which one or more members of the Shop Committee is elected at large, one of such members shall be the Chairperson of the Shop Committee.

(13) Each member of the Shop Committee elected at large shall have a defined zone as may be agreed upon between the Shop Committee and the Plant Management. Where the Chairperson of the Shop Committee is elected at large, the entire plant shall constitute the Chairperson's zone. In the event a committeeperson is requested in a district at a time when both the district committeeperson and the alternate are absent from the plant, the zone committeeperson for the zone in which such district is located will be called to handle the complaint. In the event the zone committeeperson is also absent from the plant, the Chairperson of the Shop Committee will be called.

(14) A regularly scheduled meeting between members of the Labor Relations Staff and the Shop Committee will be conducted weekly, unless otherwise agreed between the parties to extend the time between meetings, at a time to be mutual agreement. Regularly scheduled meetings should not be canceled or rescheduled except where necessary.

(15) Management shall prepare minutes of the weekly meetings and have them available for review and approval at the next scheduled meeting. The Shop Chairperson shall furnish Labor Relations with an agenda of the matters, including a listing of grievances the Union desires to discuss at the meeting. The agenda should be submitted at least one day prior to the scheduled meeting; however, lack of an agenda will not preclude the discussion of other pertinent subjects.

(15a) The minutes shall include date of the meeting; names of those present; subcommittee minutes; statements on grievances discussed; and points of discussion as agreed to by the Company and Union.

(15b) Subcommittees shall meet as required under the Grievance Procedure provisions. Minutes of these meetings will be maintained by the Labor Relations Representative and be included in the Shop Committee Minutes.

Employment and Job Status of Committeepersons District, Zone, and Chairpersons of Shop Committees

(16) Committeepersons will be employed as full-time Union representatives during their scheduled working hours. They will function for the purpose of adjusting grievances in accordance with the Grievance Procedure and for other legitimate representation functions. Committeepersons will carry out their duties and functions as Union representatives in accordance with the chart set out below:

Purpose	Members of Shop Committee			
	District Committee Persons	Who are also District Committee Persons	Who are not District Committee Persons	Chairpersons of Shop Committee
Handle Grievances as provided in Par. (30) of Grievance Procedure	In their respective districts	In their respective districts	None	None
Handle Appealed Grievances with higher supervision as provided in Par. (31) of Grievance Procedure	According to agreed local practice			
Investigate grievances appealed to Shop Committee as provided in Par. (34) of Grievance Procedure	None	In any district	In any district (1)	In any district
Meetings with Management	None	On Meeting Days (4)		
Handle other legitimate representation functions (2)	In their respective districts	In their respective districts	In their respective zones (3)	In any district

(1) As a general rule, such committeepersons will not be assigned to investigate appealed grievances in zones other than their own.

(2) Other legitimate representation functions are defined as normal in-plant activities pertaining to the administration of the National Agreement and written local agreements including, but not limited to,

participation in joint programs such as health and safety programs, product quality initiatives, skill development activities, etc.; and provided such activities do not interfere with the work of other employees, supervision or the efficiency of operations.

(3) Or in another zone when designated by the Chairperson if the regular Zone Committeeperson for that Zone is absent from the plant.

(4) Shop Committeepersons attending Management-Shop Committee meetings on shifts other than their regular shift will be paid for time spent in such meetings, with the understanding that their total hours paid for the day in question will not exceed their regularly scheduled shift hours for that day and such changes in shift hours for this purpose will not result in the payment of overtime premium [pursuant to Paragraph (85) (a)]. It is further understood that the above will not result in any increase in representation being furnished as a result of the Zone Committeepersons not working a full shift on their regular shift.

(17) Individuals shall not be eligible to serve as Committeepersons unless they are employees and until their names have been placed on the seniority list and have at least one year of seniority.

(18) It is mutually agreed that the prompt adjustment of grievances is desirable in the interest of sound relations between the employees and Management.

(19) The prompt and fair disposition of grievances involves important and equal obligations and responsibilities, both joint and independent, on the part of representatives of each party to protect and preserve the grievance procedure as an orderly means of resolving legitimate grievances.

Committeepersons acting properly in their official capacity should be free from orders by supervision which, if carried out, would impair the orderly investigation and presentation of grievances. Actions which tend to impair or weaken the grievance procedure, whenever they occur or in whatever manner or form, are improper.

Committeepersons have a responsibility to the Union and the employees they represent to conduct themselves in a businesslike manner and shall conform to the shop rules. The normal standard of conduct applicable to all employees shall be applied to committeepersons.

(20) Upon entering a department in the fulfillment of their duties, Committeepersons shall notify the Supervisor of that department of their presence and purpose.

(21) For the purposes of representation in handling grievances and performing other legitimate representation functions as provided herein, committeepersons will be scheduled to report to the plant, as follows:

(1) All regular hours up to eight that their district or zone is scheduled to operate on their respective shifts.

(2) Other than regular hours, (including overtime, part time or temporary layoffs, shutdown for inventory or plant rearrangement) when ten (10) or more of the people they normally represent are working in their district or zone on their respective shift. Employees on continuous seven-day operations or operations manned by rotating or alternating shifts will not be considered in applying this provision. Employees represented by District Committeepersons who are members of the Shop Committee will also not be considered when determining whether a particular Zone Committeeperson shall be entitled to work overtime in accordance with this provision.

When district committeepersons who would be scheduled to report during overtime hours, as provided herein, advise Management in advance that they will be absent during such hours, Management will schedule the alternate committeepersons for those districts to report. If committeepersons have been scheduled to report and fail to inform Management that they will not be at work, Management will not be responsible for calling the alternate committeeperson.

(21a) The shift starting and ending time for Committeepersons will be the starting and ending time of the majority of employees they represent. The provisions of this Representation Section do not require that Committeepersons be called earlier than their regular starting times because some employees in their districts start work earlier than their starting times or be given overtime when some employees in their districts start and quit later than their regular shift hours.

(21b) In the event of a reduction in force, Committeepersons (including the Chairperson of the Shop Committee, Zone and District Committeepersons) shall be retained regardless of seniority as long as any employees whom they represent are retained at work in their district or zone.

Alternate committeepersons shall, at the point they would be subject to being removed from their respective district, be retained on a job they can do that is operating in their district. If after complying with all of the terms of this Agreement, alternate committeepersons are laid off, they will be the first to be recalled in their regular groups when work starts in those groups on their own jobs or on other jobs in their districts that they can do.

(22) Committeepersons shall enter and remain in the plant only on their respective shifts unless otherwise agreed to by Management. They shall be paid at their regular rate for the time spent in the plant on their respective shifts as provided in this Representation Section.

(22a) Committeepersons shall establish a regular rate equal to their regular straight time hourly rate, as of the time they assumed their duties as Committeepersons.

(22b) This rate shall be adjusted in accordance with any adjustments made in the rate for the classification the Committeeperson holds.

(22c) When provisions of the Local Seniority Agreement entitle committeepersons to return to their former groups on higher rated jobs, their rates will be adjusted in accordance with such provisions.

(22d) All Committeepersons shall ring in and out or otherwise account for their time in the manner required by local management. If the issue cannot be resolved locally it may be taken up by representatives of the International Union and the Company for resolution.

Job Status – Local Union Officials

(23) The President, one Vice-President, the Local Union Benefit Representative(s), the two union Local Apprentice Committee members and the Local Joint Programs Representatives provided for in Document 46 shall, at the point where they would be subject to lay off from the plant in a reduction in force, be retained at work in the plant regardless of their seniority, provided they can do a job that is operating. This will not apply in cases of temporary layoffs for inventory, material shortages, machine breakdowns, etc.

(23a) While on leave of absence, no employee shall serve as a Committeeperson.

(24) Committeepersons shall be governed by the plant rules regarding employees entering and leaving the plant. However, members of the Shop Committee and local Union Presidents may leave the plant on Union business when arrangements are made as far in advance as possible with Management by the President of the Local Union, Chairperson of the Shop Committee or International Representative.

(24a) Chairpersons of Shop Committees in plants employing 500 or more employees will be permitted to leave the plant in accordance with Paragraph (24) and will be paid their regular rates for up to six (6) hours per day Monday through Friday while they are out of the plant in the performance of legitimate representation functions during straight time hours when they would otherwise be entitled to be in the plant for representation purposes. They shall notify the designated Management representative, if available, when leaving and returning to the plant during working hours. Chairpersons of Shop Committees in plants employing less than 500 employees will be permitted to leave the plant in accordance with the above and will be paid their regular rate for up to twelve (12)

hours per week, which will be a reservoir available at the start of the week, to be drawn upon during the week Monday through Friday.

(25) The names of the Committeepersons and Alternate Committeepersons in each district and zone, as well as the name of the Shop Chairperson and the names of the Committeepersons constituting the Shop Committee shall be given in writing to the Company. No Committeepersons shall function as such until the Company has been advised of their selection, in writing, by the officers of the Local Union, Chairperson of the Shop Committee, or an International Officer. Any changes in Committeepersons shall be reported to the Company in writing as far in advance as possible.

(26) International Executive Officers of the Union, or their representatives, duly authorized to represent the International Union at Shop Committee meetings, or the President of the Local Union, will be permitted to attend meetings between the Shop Committee and Management. The senior operations Manager, or designated representative, shall not be requested to meet with more than two such representatives, whose names must have been submitted previously to the Company and who must be prepared to show proper credentials. Written requests will be given to Labor Relations at least twenty-four (24) hours before each meeting in all cases covered by this paragraph. It is understood that the President shall not be paid by the Company while attending such meetings unless the President is also a member of this bargaining unit.

(27) Committeepersons having individual grievances in connection with their own work may ask for a member of the Shop Committee to assist them in adjusting the grievance with their respective supervisors.

GRIEVANCE PROCEDURE

(28) The parties agree that the early and expeditious resolution of grievances is in the mutual best interest of the employees, the Union and the Company. The parties pledge themselves, therefore, to resolving all grievances at the earliest possible stage of the Grievance Procedure, preferably prior to the grievance being filed in written form. Failing that, the following guidelines have been developed to promote the orderly resolution of employee concerns.

Step One: Presentation of Grievance to Supervisor

(29) Any employee having a grievance, or one designated member of a group having a grievance, should first take the grievance up with the supervisor who will attempt to adjust it.

(30) Any employee may request the supervisor to call the committeeperson for that district to handle a specified grievance with the supervisor. The supervisor will send for the committeeperson without undue delay and without further discussion of the grievance.

(31) If the grievance is not adjusted by the supervisor, it shall be reduced to writing on forms provided by the Company and signed by the employee involved. One copy of the grievance shall be given to the supervisor. If the grievance is not adjusted at this step, the committeeperson, with or without the involvement of the zone committeeperson, shall then take the grievance up with higher supervision. (Step 1B)

Step 1B: Higher Supervision & District Committeeperson and/or Zone Committeeperson

(32) If the grievance is not adjusted at the 1B step, it may be referred to the appropriate Shop Subcommittee. (Step 2A)

Step 2A: Shop Subcommittee

(33) Grievances not adjusted at Step 2A Shop Subcommittee shall be appealed to the Shop Committee as a whole to be taken up with the Labor Relations Staff. (Step 2B)

Step 2B: Appeal to the Shop Committee

(34) After a written grievance, signed by the employee making the complaint, has been appealed to the Shop Committee by a committeeperson, the Chairperson of the Shop Committee may designate one of its members to make a further investigation of the grievance in order to discuss the grievance properly when it is taken up by the Shop Committee with the Labor Relations Staff. After a grievance has been discussed at the Shop Committee Meeting and before the submission of Notice of Unadjusted Grievance, the designated Shop Committeeperson may reinvestigate the grievance in the light of any new facts disclosed in the Shop Committee Meeting or appearing in the Shop Committee Minutes.

(35) A final decision on grievances appealed to the shop committee will be given by the Labor Relations Staff in writing within a maximum of fifteen (15) working days from the date the grievance was first presented to Labor Relations, unless a different time limit is established by mutual agreement between Labor Relations and the Shop Committee in writing. Any grievance not appealed from a decision at one step of this procedure to the next within five (5) working days of such decision shall be considered settled based on the last decision and not subject to further appeal. However, in an effort to expedite the proper functioning of the Grievance Procedure either party may, upon written notice to their respective counterparts, substitute a ten (10) day period for the fifteen (15) day period and a three (3) day period for the five (5) day period. A grievance may be withdrawn by mutual agreement without prejudice to either party at any step of the Grievance Procedure.

(36) Minutes of the Shop Committee Meetings shall be supplied in accordance with the procedure outlined in Paragraphs (15) and (15a) of this Agreement.

(37) If the grievance is not adjusted at this step and the Shop Committee believes it has grounds for appeal from the answer given by the Labor Relations Staff, the Chairperson of the Shop Committee will give Labor Relations a written "Notice of Unadjusted Grievance," on forms supplied by the Company, and the Chairperson or designated member of the Shop Committee will then prepare a complete "Statement of Unadjusted Grievance," signed by the Chairperson of the Shop Committee, setting forth all facts and circumstances surrounding the grievance, and where an alleged violation of Paragraph (6) is included in the grievance, a statement of the facts and circumstances supporting such a claim. The Labor Relations Staff will also prepare a complete "Statement of Unadjusted Grievance: and the Management's reason in support of the position taken, signed by the Manager of Labor Relations. Three copies of the Union's statement will be exchanged with the Management for three copies of the Management's statement as soon as possible and in any event within five (5) working days of the date of filing the Notice of Unadjusted Grievance. The exchange of statements shall take place fifteen (15) working days after receipt of the Labor Relations Staff answer of the grievance in the Shop Committee Meeting Minutes, unless this time is extended by mutual agreement in writing, in which event the thirty (30) days for appeal by the Regional Director as provided for in Paragraph (38) shall be automatically extended by the same number of days as the amount of extended time for exchanging "Statements of Unadjusted Grievance." The "Statement of Unadjusted Grievance" shall be consecutively numbered from one upward for identification purposes.

(38) The Chairperson of the Shop Committee shall then forward copies of the "Statements of Unadjusted Grievance," to the Regional Director of the International Union. The Regional Director will review the case and determine if an appeal shall be made. The Regional Director or a specified representative and the Director of the International Union or a specified member of the Director's staff will be granted permission to visit the plant for the purpose of investigating the specific grievance involved in "Statements of Unadjusted Grievance," providing such a grievance is of the nature that observation or investigation will aid in:

- (1)** Arriving at a decision as to whether or not a grievance exists
- (2)** Arriving at a decision as to whether or not such grievance shall be appealed
- (3)** The purpose of its proper presentation in the event of appeal
- (4)** Such visits will occur only after the following procedure has been complied with

A. The names of the individuals who will be permitted to enter the plant must be submitted to the Company, by the International Union, previous to the date such entry is requested.

- B. The Regional Director shall give notice in writing to the Company of the request for entry and will identify the representative designated to make the visit and specific grievance to be investigated. In the case of the Director of the International Union or a specified member of the Director's staff, notice may be given either verbally or in writing.
- C. The Company will acknowledge receipt of the request and set a time during regular working hours which is mutually agreeable for such visit.
- D. A member of the Shop Committee or a district committeeperson may accompany the Union representative during such visit if their presence is requested. Management representatives may accompany the Union representatives during such visit.
- E. Only one such visit on a specified grievance shall be made by the Regional Director, or specified representative, unless otherwise mutually agreed to.
- F. Such visits shall be restricted to the time mutually agreed upon in point (c) above and shall be of reasonable duration and shall be subject to all plant rules and regulations which apply to employees and all regulations made by the United States Army, Navy and Federal Bureau of Investigation.

It is mutually agreed that the purpose of this provision is solely to facilitate the operation of the grievance procedure, and that the Union representative shall confine such a visit to its stated purpose. If it is necessary, the Union representative may interview the employee or employees signing the grievance and employees in the bargaining unit who have information relevant to the case. Such interview shall be a private interview when requested by a Union representative and a suitable place will be provided.

Any dispute developing out of the application of these provisions may be finally determined by the Umpire.

If the Regional Director shall decide to appeal the case, notice shall be given on the form "Notice of Appeal" supplied by the Company, sending one copy each to the Company and the Chairperson of the Shop Committee. Such "Notice of Appeal" will carry the same case number as the "Statement of Unadjusted Grievance." Except as provided in Paragraph (79e), any case not appealed within thirty days, or within thirty days plus any agreed upon extension of time for exchanging Statements of Unadjusted Grievance as provided in Paragraph (37), after the date the written Statements of Unadjusted Grievance are exchanged, or, in any event, within forty-five (45) days of the date of the written decision of the Labor Relations Staff to the Shop Committee, shall be finally and automatically closed on the basis of the written decision of the Labor Relations Staff to the Shop Committee and shall not be subject to further appeal. The forty-five (45) daytime limit for appeal shall be extended by the same number of days the local parties agree to extend the time limit for the exchange of Statements of Unadjusted Grievances. No case shall be reopened unless the Regional Director shall submit new evidence to the Company, and it is mutually agreed by them that such case should be reopened. The case shall then be dated from the date it is reopened.

Step 3: Appeal Step with International Union

(39) The case will then be considered by an Appeal Committee consisting of four members as follows: For the Union, the Regional Director or one specified representative of the Regional Director who is permanently assigned to handle all cases arising under this Agreement, in all plants in that region, and the Chairperson or another designated member of the Shop Committee of the plant involved; and two representatives of Management, one of whom has not previously rendered a decision in the case. No person shall act as a representative of a Regional Director in meetings of the Appeal Committee unless the designated person's name has been given to the Company in writing by the International Union. A representative of the International Office of the union and another representative of the Company may also attend such meetings at any time. Upon the written request of the Chairperson of the Shop Committee and the Regional Director, or specified representative, to the Company, twenty-four (24) hours in advance of the meeting, a member of the Shop Committee (or the district committeeperson, in lieu of such Shop Committeeperson, who has previously handled such case) will be permitted to participate in the appeal meeting on such case. Whenever the Union requests the presence of a

third representative at the appeal hearing, Management may also select a third representative who has previously handled the case, to participate in the appeal meeting on such case.

(40) Attendance of district committeeperson at Appeal Committee meetings shall be considered as absence from the Plant. Such committeepersons will be paid their regular rate of pay for time spent in such meetings of the Appeal Committee for the hours that they would otherwise have worked in the plant.

(41) Meetings of the Appeal Committee shall be held not more frequently than once each two weeks, unless mutually agreed otherwise. In the event no meetings of the Appeal Committee have been held for more than two weeks, meetings will be arranged within seven days after Notice of Appeal: has been received.

(42) If an adjustment of the case is not reached at this meeting, Management will furnish a copy of its decision in writing and a copy of the minutes of the meeting to the Chairperson of the Shop Committee and the Regional Director within five (5) working days after the meeting, unless this period is extended by mutual agreement in writing.

(42a) Special Procedure – Contracting of Work

Grievances charging a violation of the Company's express commitments set forth in Document 9 (Subcontracting of Skilled Trades Work) shall be handled in the following manner:

1. When a grievance arises involving the above, it shall be reduced to writing on forms provided by the Company, signed by the Chairperson of the Shop Committee or the Shop Committeeperson involved, and referred to the Shop Committee at Step Two of the grievance procedure. The grievance may then be processed in the grievance procedure though Step Four under the terms of the National Agreement, unless the Director of the servicing department of the International Union elects otherwise as provided in Paragraph (42a) (2) below.
2. Within thirty (30) days of the date of Notice of Appeal to the Umpire, written notice will be given to advise the Director of Labor Relations of the Company of any case which the Director of the servicing department of the International Union has elected to refer back to the Appeal Committee. Thereafter, the bargaining procedure provided in Paragraph (117) may then be applicable.

Step 4: Appeal to Impartial Umpire

(43) In the event of failure to adjust the case at this point, it may be appealed to the impartial Umpire, providing it is the type of case on which the Umpire is authorized to rule. Notice of appeal of such cases to the Umpire by the Union shall be given by the Regional Director to Management and to the International Union offices in Detroit. In cases appealed to the Umpire by the Company, notice of such appeal will be given by the company to the Regional Director's Office. Cases not appealed to the Umpire within twenty-one (21) days from the date of a final decision given after review in an Appeal Committee meeting shall be considered settled on the basis of the decisions so given; provided, however, that within the twenty-one (21) day time limit of this paragraph, a case may be withdrawn by mutual agreement without prejudice to either party.

(43a) After a case has been appealed to the Umpire but prior to the Umpire hearing of the case, the Director of the International Union or a specified member of the Director's staff will be granted permission to visit the plant for the purpose of investigating the specific grievance in accordance with all of the provisions of Paragraph (38) regarding plant visits.

(43b)(1) Any grievance involving a dispute regarding an employee's job assignment which has resulted in a loss of work (except as provided in {a} below), or a refusal of Management to return an employee to work from sick leave of absence by reason of the medical findings of a physician or physicians acting for the Company, will be initiated at the Second Step, if such findings are in conflict with the findings of the employee's personal physician with respect to whether the employee is able to do a job to which the employee is entitled, in line with the employee's seniority, or do the disputed job assignment as the case may be. Failing to resolve the question, the parties may

refer the employee to a local clinic or physician mutually agreed upon for an impartial medical opinion as to whether the employee is or is not able to do a job to which the employee is entitled, in line with the employee's seniority, or do the disputed job assignment as the case may be. If Management and the Union are unable to agree on any aspect of the referral to a clinic or physician, the case may be appealed as provided in the grievance procedure. Without adding to or modifying any other provisions of this Agreement or any of its Supplements, where an Impartial Medical Opinion (IMO) Program is in effect in a plant the medical authority(s) approved for such program may be the "local clinic or independent physician" provided for above. The expense of any mutually agreed to physical examination(s) in accordance with the above provisions of this Paragraph (43b) shall be paid one half by the Company and one half by the Local Union.

(a) This procedure will also be applicable to a situation where an employee is prevented from being transferred to a job classification because of a medical finding by a physician acting for the Company, which medical finding the employee's personal physician does not thereafter detect.

(43b)(2) In the event the Company and the International Union are unable to mutually agree at the Third Step, on the referral to a clinic or physician, the case shall be considered as automatically appealed to the Umpire and shall be scheduled for Umpire Hearing as expeditiously as practicable. The case will then be handled in accordance with Paragraph (45). Information furnished to the Umpire shall include all relevant and material medical information that the parties themselves have jointly considered. When deciding medical questions, the Umpire shall seek such competent medical advice, including specialists, as the Umpire may deem appropriate. Any examination of the employee by the medical personnel selected by the Umpire shall be conducted as close as feasible to the city in which the plant where the grievance arose is located.

(43b)(3) Any decision by a mutually agreed to medical authority at any step of this Paragraph (43b) procedure, or by the Umpire, shall be final and binding on the Union, the employee involved and the Company. Any retroactive pay due to an employee shall be limited to a period commencing with the date of filing of the grievance, or the date the employee became able to do a job to which the employee is entitled, in line with the employee's seniority, whichever is the later. The Umpire shall have full discretion to set the amount of back pay, if any, when a dispute exists as to the back pay to which an employee may be entitled for any period during the processing of the grievance when the employee refuses to cooperate with diagnostic medical procedures at other than the employee's own expense.

(44) The impartial Umpire shall have only the functions set forth herein and shall serve during the term established by contract for as long as the Umpire continues to be acceptable to both parties. The fees and expenses of the Umpire will be paid one-half by the Company and one-half by the Union and all other expenses shall be borne by the party incurring them.

(45) All cases shall be presented to the Umpire in the form of a written brief prepared by each party, setting forth the facts and its position and the arguments in support thereof. The Umpire has discretion to conduct appropriate investigation and may opt to hold a hearing open to the parties and examine the witnesses of each party and each party shall have the right to cross-examine all such witnesses and to make a record of all such proceedings.

Powers of the Umpire

(46) It shall be the function of the Umpire, after due investigation and within a reasonable period of time after submission of the case, to make a decision in all claims of discrimination for Union activity or membership and in all cases of alleged violation of the terms of this Agreement, except as follows: The Umpire shall have no power to add to or subtract from or Modify any of the terms of this Agreement or any agreements made supplementary hereto; nor to establish or change any wage; nor to rule on any dispute arising from Production Standards. The Umpire shall have no power to rule on any issue or dispute arising under The Waiver Section, Paragraphs (226), (227) or the Pension Plan, Life and Disability Benefits Program, Health Care Program, Bonus Plan, Personal Savings Plan, Legal Services Plan or Supplemental Unemployment Benefit Plan Section, except with respect only to the question of whether a discharged employee should receive a supplemental allowance pursuant to the Pension Plan. Any case appealed to the Umpire on which the Umpire has no power to rule shall be referred back to the parties without decision.

(46)(1) In making a decision on a case alleging a violation of Management's commitments in Paragraphs (183a), (183b), (183c), (183e) and Document 9 (Subcontracting) as well as Document 2 (Sourcing) the Umpire can only provide a remedy where the Umpire finds that (1) a violation of the express commitments set forth in the above documents has been established, (2) the established violation resulted from the exercise of improper judgment by Management, (3) an E.I.T.S. or Journeyman/woman employee, who customarily would perform the work in question has been laid off or was allowed to remain on layoff as a direct and immediate result of work being subcontracted, or (4) in the case of sourcing, and employee has been laid off or was allowed to remain on lay-off as a result of work being outsourced, or not being brought in-house. The Umpire's remedy shall be limited to back wages for the affected employees as defined in (3) and (4) of this paragraph, and in the case of Document 2 (Sourcing), the Umpire may rule that the affected employees will be recalled and/or placed on regular productive work.

(46a) The Umpire may, pursuant to written agreement between the parties executed prior to the hearing, be directed to issue a Memorandum Decision in any case that may be presented to the Umpire, which Memorandum Decision shall be without precedent value and be limited to the Umpire's decision and the remedy, if any, in that specific case.

(47) The Company delegates to the Umpire full discretion in cases of discipline for violation of shop rules, company policies or discipline for violation of the Strikes, Stoppages and Lock-outs Section of the Agreement.

(48) Any claims including claims for back wages by an employee covered by this Agreement, or by the Union, against the Company shall not be valid for a period prior to the date the grievance was first filed in writing, except that:

(1) in cases based on a violation which is non continuing, such claims shall be valid for a period of not more than seven days prior to the date the grievance was first filed in writing unless the circumstances of the case made it impossible for the employee, or for the Union, as the case may be, to know that the employee, or the Union, had grounds for such a claim prior to that date, in which case the claim shall be limited retroactively to a period of thirty days prior to the date the claim was first filed in writing;

(2) in cases based on a violation which is continuing, if the circumstances of the case made it impossible for the employee, or for the Union, as the case may be, to know that the employee, or the Union, had grounds for such a claim prior to that date, in which case the claim shall be limited retroactively to a period of thirty days prior to the date the claim was first filed in writing;

(49) **Deductions from an employee's wages to recover overpayment made in error will not be made until employee has been notified and such notification must occur within 365 days of the start of the error or else no recovery may be made by the Company. The deductions will occur no sooner than fourteen (14) days after notification and may not exceed nine percent (9%) of total wages (including OT).**

(50) All claims for back wages shall be limited to the amount of wages the employee would otherwise have earned from employment with the Company during the periods as defined above in Paragraph (48) and, in the case of protested discipline or loss of seniority, the amount of Supplemental Unemployment Benefits and Unemployment Compensation (provided the denial of this benefit is final) the employee applied for in a timely manner, was otherwise entitled to, but did not receive because of such discipline or loss of seniority, less the following:

(a) Any Unemployment Compensation received for a week which corresponds to a week the employee would have worked for the Company which the employee is not obligated to repay or which the employee is obligated to repay but has not repaid nor authorized the Company to repay on the employee's behalf.

(b) Compensation for personal services other than the amount of compensation received from any other employment which the employee had when last working for the Company, and which would have continued had the employee continued to work for the Company during the period covered by the claim. Wages for total hours worked each week in other employment in excess of the total Number of hours the employee would have worked for the Company during each corresponding week of the period covered by the claim, shall not be deducted.

The calculation of a back pay award made pursuant to this section will be provided to the employee involved upon request.

(51) No decision of the Umpire or of the Management in one case shall create a basis for a retroactive adjustment in any other case prior to the date of the written filing of each such specific claim.

(52) After a case on which the Umpire is empowered to rule hereunder has been referred to the Umpire, it may not be withdrawn by either party except by mutual consent.

(53) There shall be no appeal from the Umpire's decision which will be final and binding on the Union and its members, the employee or employees involved and the Company. The Union will discourage any attempt of its members and will not encourage or cooperate with any of its members, in any appeal to any Court or Labor Board from a decision of the Umpire.

With respect to the processing, disposition and/or settlement of any grievance initiated under the Grievance Procedure Section of this Agreement, and with respect to any court action claiming or alleging a violation of this Agreement or any local or other agreement amendatory or supplemental hereto, the Union shall be the sole and exclusive representative of the employee or employees covered by this agreement. The disposition or settlement, by and between the Company and the Union, of any grievance or other matter, shall constitute a full and complete settlement thereof and shall be final and binding upon the Union and its members, the employee or employees involved and the Company.

Neither the Company, nor the Union, nor any employee or group of employees, may initiate or cause to be initiated or press any court action claiming or alleging a violation of this Agreement or any local or other agreement amendatory or supplemental hereto, where such claim is also the subject matter of a grievance which is then open at any step of this grievance procedure.

No employee or former employee shall have any right under the Agreement in any claim, proceeding, action or otherwise on the basis, or by reason, of any claim that the Union or any Union officer or representative has acted or failed to act relative to presentation, prosecution or settlement of any grievance or other matter as to which the union or any union officer or representative has authority or discretion to act or not to act under the terms of this Agreement.

(54) Any grievances which the Company may have against the Union shall be presented by Labor Relations to the Shop Committee. In the event that the matter is not satisfactorily adjusted within two weeks after such presentation, it may be appealed to the Third Step of the Grievance Procedure upon written notice to the Union and the Regional Director of the Union. Thereafter the matter will be considered at the Third Step of the Grievance Procedure as provided in Paragraph (39). If the matter is not satisfactorily settled at this meeting or within five days, thereafter by agreement, the case may be appealed to the Umpire by the Company upon written Notice to the International Union at Detroit and to the Umpire.

(55) Any issue involving the interpretation and/or the application of any term of this Agreement may be initiated by either party directly with the other party. Upon failure of the parties to agree with respect to the correct interpretation or application of the Agreement to the issue, it may then be appealed directly to the Umpire as provided in Paragraph(41).

SENIORITY

Acquiring Seniority

(56) Employees shall be regarded as temporary employees until their names have been placed on the seniority list. There shall be no responsibility for the reemployment of temporary employees if they are laid off or discharged during this period. However, any claim by a temporary employee rehired pursuant to Paragraph (65), or any claim by any other temporary employee made after 45 days of employment, that their layoff or discharge is not for just cause may be taken up as a grievance.

(57) Employees may acquire seniority by working ninety (90) days during a period of six (6) continuous months in which event the employee's seniority will date back ninety (90) days from the date seniority is acquired; provided, however, that employees rehired pursuant to Paragraph (65) may acquire seniority by working thirty (30) days during a period of six (6) continuous months in which event the employee's seniority will date back thirty (30) days from the date seniority is acquired.

(58) When employees acquire seniority, their names will be placed on the seniority lists for their respective occupational groups in the order of their seniority.

(58a) The following are rules for computing seniority of employees who acquire seniority by working 90 days within six (6) continuous months, and computing the period specified in Paragraphs (4) through (4c) of this Agreement:

- (1)** Credit toward acquiring seniority will begin with the first day worked by the new employee and will include the subsequent days of that pay period.
- (2)** Thereafter, during six (6) consecutive months until the employee acquires seniority the employee will receive credit for seven (7) days for each pay period during which the employee works, except that credit will not be given for any days the employee is on layoff.
- (3)** No credit will be given for any pay period during which, for any reason, the employee does not work except as provided in Paragraph (108) and in the case of the pay period in which the full week of Christmas holidays fall, provided the employee would otherwise have been scheduled to work.
- (4)** Unless employees are at work on the 90th day of their accumulated credited period, they must work another day within their probationary period to acquire seniority. If the 90th day of their accumulated credited period falls on a holiday, the employees will be considered as having seniority as of the holiday. If the 90th day of their accumulated credited period falls on their vacation pay eligibility date, the employees will be considered as having seniority as of the vacation pay eligibility date.
- (5)** In the event temporary employees are summoned and report for jury duty as prescribed by applicable law during the period of six (6) continuous months preceding the date they acquire seniority pursuant to Paragraph (57), the employees' seniority when acquired will be adjusted to give the employees credit for seven additional days for each week in the period in which they did not work and during which jury duty was performed. The employees must furnish evidence that the jury duty was performed in order to receive seniority credit in accordance with this provision.

(59) Seniority shall be by non-interchangeable occupational groups within departments, group of departments or plant-wide, as may be negotiated locally in each plant and reduced to writing. It is mutually recognized by the parties that written local seniority agreements are necessary. The local seniority agreement and modifications or supplements thereto shall be reduced to writing and be subject to the approval of the Company and the International Union.

When changes in methods, products or policies would otherwise require the permanent laying off of employees, the seniority of the displaced employees shall become plant wide and they shall be transferred out of the group in line with their seniority to work they are capable of doing, as comparable to the work they have been doing as may be available, at the rate for the job to which they have been transferred.

Seniority Lists

(60) Seniority lists shall be posted the first and third week each month for employee review at all existing boards or on the Time and Attendance System, as soon as it can be accurately displayed.

The list shall be arranged by occupational group with the highest seniority employee of the group listed first. The list shall contain the employee's name, plant seniority, and, if different than the employee's plant seniority date, skilled trades date of entry or skilled trades seniority date.

Any change in the frequency of postings or locations shall be mutually agreed to by Labor Relations and the Shop Committee.

Reports

(61) Each three (3) months the Chairperson of the Shop Committee shall be given two up-to-date copies of the complete seniority list of the Company containing each employee's name, department number, occupational group classification, plant seniority date, skilled trades date of entry or skilled trades seniority date. An additional copy of each such list shall be given to the Financial Secretary.

(61a) Each week the Chairperson of the Shop Committee shall be furnished two copies, and the Financial Secretary shall be furnished one copy of the list of names and department numbers of the employees who during the preceding week:

1. Acquired seniority.
2. Been granted leaves of absence for military service.
3. Been granted other types of leaves of absence of more than thirty (30) days' duration.
4. Returned to work from leaves of absence described in (b) and (c) above.

Management will designate on the list those employees who ceased to be subject to the check-off and the reason, therefore.

(61b) Each week the Chairperson of the Shop Committee shall be furnished two copies, and the Financial Secretary shall be furnished one copy of the list of names and department numbers of the employees who during the preceding week:

1. Became new hires into the bargaining unit [designating those hired by Classification, those hired as journeymen/women, including identification of apprentice graduates, and employees- in-training (E.I.T.)]
2. Returned to work from permanent layoff.
3. Transferred
 - (a) Into the bargaining unit, or
 - (b) Out of the bargaining unit (to Supervisory or non-Supervisory position)
4. Had their employment terminated while in a temporary employee status, including the date of hire and last day worked of each such employee

5. Lost seniority, and the reason therefore
6. Became deceased (including retired employees)
7. Were placed on permanent layoff

The list shall contain the seniority dates of employees listed under 2., 3. and 7. It shall also include a notation of the seniority date of the employee with the longest seniority who is laid off or the "leveling off" date.

(61c) Each month the Financial Secretary shall be furnished with the names, social security numbers, department numbers and clock numbers of those employees on the active roll or on layoff, as of the last day of the final payroll period ending in the month, for whom no deductions were made during that dues deduction month and the reason therefore. In the event an employee breaks seniority or transfers out of the bargaining unit during the previous dues deduction month and has an unpaid dues liability, the amount of such liability will be shown on this list. This information should be furnished along with the dues remittance report described in Paragraph (4o). The Financial Secretary will be advised of the order in which the names will be listed and of any future changes in the order of the listing as far in advance as possible.

Transfers

(62) When employees are transferred from one occupational group to another for any reason, there shall be no loss of seniority.

(63) The transferring of employees is solely the responsibility of Management subject to the following subparagraphs. The provisions of this paragraph shall be applied without discrimination because of race, religion, color, age, sex, or national origin, so that equal employment opportunities will be afforded to all employees.

(63a) Employees who desire advancement to higher paid classifications within their department or other established broader scope of selection, may make application to their supervisor or to Human Resources on forms provided by the Company on which they may state their qualifications and experience. Thereafter, as openings occur, selection for the promotion will be from among such applicants and applicants for that classification that have filed pursuant to the Local Transfer Agreement, the applicant with the longest seniority will be given preference.

If the settlement of a grievance alleging violation of this Paragraph (a) is on the basis that a different employee should have been promoted, that employee will receive the difference in wages earned (exclusive of earnings received for overtime hours which they worked but were not worked by the employee improperly promoted to the higher rated job) and the wages they would have earned had they been promoted.

(63b) It is the policy of Management to cooperate in every practical way with employees who desire transfers to new positions or vacancies in the Company's facilities. Accordingly, such employees may make application to their supervisor or to Human Resources stating their desires, qualifications and experiences. Locally negotiated transfer agreement will be used in the application of filling such positions.

Any claim of personal prejudice or any claim of discrimination for Union activity in connection with transfers may be taken up as a grievance. Such claims must be supported by written evidence submitted within 48 hours from the time the grievance is filed.

In plants where departments are too small or in other cases where the number of job classifications within a department is insufficient to permit the practical application of this paragraph, arrangements whereby employees may make such application for transfer out of their department may be negotiated locally, subject to the approval by the Company and the International Union.

Loss of Seniority

(64) Seniority shall be broken for the following reasons:

(64a) If the employee quits.

(64b) If the employee is discharged.

(64c) If the employee fails to return to work by the specified date after being notified in writing by Management to report for work and does not give a satisfactory reason. Such notice shall be clear in intent and purpose. A copy of Management's notification to report for work and pending loss of seniority will be furnished promptly to the Chairperson of the Shop Committee.

(64d) If the employee is laid off for a continuous period equal to the seniority which the employee had acquired at the time of such layoff period or, in the case of an employee with less than (1) year of seniority, eighteen (18) months or, in the case of an employee with (1) or more years of seniority, (36) months whichever is longer; however, an employee whose seniority is so broken shall, for a period of sixty (60) months beginning with the employee's last scheduled work day prior to being laid off, retain a right to be rehired in accordance with the seniority date the employee had established at the plant as of such last day scheduled. An employee who is rehired, and who reacquires seniority at the same plant, pursuant to Paragraph (57), within sixty (60) months immediately following the last day worked prior to the layoff during which the employee's seniority was broken by virtue of this Paragraph (65) shall have the new seniority date adjusted by adding an amount equal to the seniority which the employee had acquired at that plant as of such last day worked.

For the purpose of computing the period for breaking seniority only, the first day of that period will be the next otherwise regularly scheduled workday after layoff. In the case where the next otherwise regularly scheduled workday is a Monday holiday as listed in Paragraph (203) that Monday will be considered the first day of that period.

(65) Retirement as follows:

1. An employee who retires, or who is retired under the terms of the Pension Plan, shall cease to be an employee and shall have seniority canceled.
2. An employee who has been retired on a permanent and total disability pension and who thereby has broken seniority in accordance with subsection (1) above, but, who recovers and has pension payments discontinued, shall have seniority reinstated as though the employee had been on sick leave of absence during the period of disability retirement, provided however, if the period of disability retirement was for a period longer than the seniority the employee had at the date of retirement, the employee shall, upon the discontinuance of the disability pension, be given seniority equal to the amount of seniority the employee had at the date of such retirement.
3. If an employee retired for reasons other than total and permanent disability who has lost seniority in accordance with subsection (1) above, is rehired such employee will have the status of a new employee and without seniority, and shall not acquire or accumulate any seniority thereafter, except for the purpose of applying the provisions governing Holiday Pay and Vacation Pay.

(66) Employees will be laid off and rehired in accordance with local seniority agreements.

(67) If the employee is issued a Separation Payment check or draft by the Company pursuant to the Unemployment Compensation provisions, the employee's seniority shall be broken at the Company as of the date the application for such Separation Payment was received by the Company; provided, however, that if the employee:

- (1) Returns the amount of the separation Payment to the Company within 30 days of the date of the Separation Payment check or draft, the employee's seniority shall be reinstated as of the fourth working day following receipt of the returned amount
 - (2) Received such Separation Payment by reason of total and permanent disability and Subsequently recovers and reports for work, the employee's seniority shall be reinstated as though the employee had been on sick leave of absence during the period of disability, provided further, however, that if the period beginning with the date seniority was broken by reason of the Separation Payment and ending with the date of the employee's return to work was for a period longer than the seniority which the employee had at the date such seniority was broken because of the Separation Payment, the employee shall be given seniority equal to the amount of seniority which the employee had at the date of such seniority break
- (67a)** An employee whose seniority is broken under the provisions of Paragraphs (64a), (64b), (64c), (111)(a) or (111)(b) will, in the event the employee's seniority is reinstated, be reimbursed for any contributions made pursuant to the Pension Plan, Life and Disability Benefits Program, Health Care Program, Bonus Plan, Personal Savings Plan, or Doc 3. An employee who is assessed a disciplinary layoff which is subsequently reduced or rescinded, will be reimbursed for any contributions made pursuant to the Pension Plan, Life and Disability Benefits Program, Health Care Program, Bonus Plan, Person Savings Plan, or Doc 3.
- (68)** The Management of each plant will, whenever possible, give at least forty-eight (48) hours' notice prior to layoff to the employees affected.

Hourly/Salary Transfer

- (69)(a)** Seniority employees transferred from the bargaining unit to a salaried position after the effective date of this agreement will have their bargaining unit status frozen for the duration of the assignment, during which time they will be considered to be in training for the salaried position and on a temporary or probationary status as a salaried employee. Either the Company or the employee may determine that the temporary assignment should be discontinued at any time during the one (1) year probationary period. If the employee is returned to his or her bargaining unit assignment during that one (1) year period, his or her bargaining unit rights will be reinstated. The employee may be placed on a job in accordance with the provisions of the Seniority Section of this agreement, beginning with the last previous job the employee held in the bargaining unit. In no event shall such employee be transferred to a bargaining unit job at a time when the employee has insufficient seniority to be so placed. This provision will not result in displacing seniority employees and will not be used during periods when seniority employees are on layoff.
- (b)** Prior to the expiration of the one (1) year probationary period the Company will determine whether to offer the employee a permanent salaried position. If the employee is offered a permanent salaried position, it shall be on the condition that if he or she accepts the position he or she shall permanently forfeit his or her right to return to the bargaining unit.
- (c)** If the employee is not offered a permanent salaried position he or she will be returned to the bargaining unit in accordance with the terms of the above Paragraph (69) (a). It is understood that an employee will not be offered more than one such transfer opportunity to a specific salaried position during the term of this agreement.
- (70)** Temporary employees will not be called back until all employees with seniority capable of doing the work have been called back; provided, however, that the application of this paragraph may be waived by written agreement between local Management and the Shop Committee with respect to Journeymen/women with seniority and employees-in-training-seniority (E.I.T.S.) who are on layoff from a skilled trades classification.

Overtime

(71) Extra work in periods of part time operation, and overtime, should be equalized among the employees in the group engaged in similar work, as far as practicable. Information concerning equalization of hours status will be openly displayed in the department in such a manner that the employees involved may check their standing. This provision shall not interfere with any mutually satisfactory local practice now in effect.

(71a) Required Overtime for 5/40 Schedule

During periods requiring extensive overtime, Management will inform the Union fourteen (14) days prior to implementation of required overtime plans. Required overtime may be implemented in all operations or specific areas as determined by management. Required overtime plans are as follow:

1. Plan A: Monday through Saturday at nine (9) hours per day with Sundays and Holidays as voluntary. An employee who has worked two or more consecutive Saturdays may decline to work the following (third) Saturday provided the employee shall have notified his or her Supervisor before the end of the shift on the preceding Wednesday and has not been absent for any reason during the week preceding the Saturday in question.
2. Plan B: Monday through Friday at ten (10) hours per day with Saturdays, Sundays and holidays as voluntary.
3. Mandatory Scheduling Restrictions: Management shall be required to ensure that no Plan A or B Saturday or Sunday is scheduled on any Saturday or Sunday that is part of a long holiday weekend. A long holiday weekend is defined as a weekend during which a company designated holiday falls on the preceding Friday or the following Monday.
4. In both plans, the duration will not exceed 90 days with a minimum of 30 days between required periods.

(71b) Required Overtime for 9/80 Schedule

1. Plan A:
Week 1: Monday through Thursday at ten (10) hours per day with the working Friday at nine (9) hours. Saturdays are required at nine (9) hours. Sundays and Holidays are voluntary.

Week 2: Monday through Thursday at ten (10) hours per day with the non-working Friday required at ten (10) hours. Saturday, Sundays and Holidays are voluntary.
2. Plan B:
Employees shall work an additional two (2) hours of overtime on their normally scheduled workdays. All other days, including Fridays, Saturdays, Sundays, and Holidays, shall remain voluntary.
3. **Holiday Weekend Scheduling Restriction:**
Management shall ensure that no Plan A or Plan B shifts (Friday, Saturday, or Sunday) are scheduled on any Friday, Saturday, or Sunday that is part of a long holiday weekend. A long holiday weekend is defined as a weekend during which a company-designated holiday falls on the preceding Thursday, Friday or the following Monday.
4. **Plan Duration:**
 - a.) Both Plan A and Plan B shall not exceed ninety (90) days in duration, with a minimum of thirty (30) days required between periods of implementation.

Occupational Injury/Illness

(72) Employees who have been incapacitated at their regular work by injury or compensable occupational disease while employed by the Company, will be employed in other work on jobs that are operating in the plant which they can do without regard to any seniority provisions of this Agreement, except that such employees may not displace employees with longer seniority, provided, however, that by written agreement between local Management and Shop Committee, such employees may be placed or retained on jobs they can do without regard to seniority rules. Each three months the name, job classification and seniority date of employees covered by such Agreement will be furnished to the Chairperson of the Shop Committee.

Special Employee Status

(73) The employment of the following persons shall not be governed by seniority rules: students and graduates of technical or professional schools and special employees receiving training as a part of a formal training course.

(73a) Seniority status of employees who have completed or discontinued cooperative training courses and who are assigned to hourly rated jobs in the bargaining unit for other than training purposes shall be as follows:

1. An employee who has completed or discontinued a cooperative training course and who is assigned to an hourly rated job in the bargaining unit for other than training purposes shall have plant seniority established in keeping with Paragraph (57). Time spent in school shall not be considered as time worked in establishing the seniority date.

(74) To protect seniority, employees are responsible for keeping Management informed of their proper home address. Forms for this purpose shall be available from the employee's Supervisor and should be submitted to the employee's Supervisor when an employee changes address.

(74a) Within thirty (30) days following the last day of each calendar February, May, August, and November, during the term of this Agreement, the Company shall give to the International Union the names of all employees covered by this Agreement together with their addresses as they then appear on the records of the Company. The International Union shall receive and retain such information in confidence and shall disclose it only to those officials of the Union whose duties require them to have such information.

(75) Provisions pertaining to shift preference may be negotiated locally. Such agreements and modifications or supplements thereto shall be reduced to writing and be subject to the approval of the Company and the International Union. Any such agreements must have sufficient flexibility to give full protection to efficiency of operations under all circumstances and conditions.

Disciplinary Action

(76) When a written reprimand, layoff or discharge of an employee is contemplated, the employee, where circumstances permit, will be offered an interview to allow for answering the charges involved in the situation for which such discipline is being considered before being required to leave the plant. Employees who, for the purpose of being interviewed concerning discipline, are called to the plant, or removed from their work to the Supervisor's desk or to an office, or called to an office, will be advised that they may, if they so desire, request the presence of their District Committeeperson to represent them during such interview.

(76a) Employees who have been disciplined by written reprimand, layoff or discharge will be furnished a brief written statement advising them of their right to representation and describing the misconduct for which they have been laid off or discharged and, in the case of a layoff, the extent of the discipline. Thereafter, they may request the presence of the Committeeperson of their district to discuss the case privately with them in a suitable office or other location by mutual agreement, before they are required to leave the plant. The Committeeperson will be called promptly upon such request. Whether called or not, the Committeeperson will be advised in writing within one working day of 24 hours of the fact of written reprimand, layoff or discharge and will be given a copy of the statement given to the employee. When a disciplinary layoff encompasses a holiday, the employee will not lose

holiday pay, nor will holidays be counted as part of the layoff. The written statement furnished to the employee pursuant to the first sentence of this paragraph shall not limit Management's rights, including the right to rely on additional or supplemental information not contained in the statement to the employee.

(76b) In imposing discipline on a current charge, Management will not take into account any prior infractions which occurred more than three years previously nor impose discipline on employees for falsification of their employment applications after a period of twelve (12) month from their date of hire.

(76c) It is important that complaints regarding unjust or discriminatory layoffs or discharges be handled promptly according to the Grievance Procedure. Grievances must be filed within three working days of the lay- off or discharge. Within two (2) working days after a grievance has been answered by higher supervision, pursuant to Paragraph (31) above, the specific charge will be discussed with designated representatives of Plant Management, the Chairperson of the Shop Committee, or designated representative, and another member of the Shop Committee or the district committeeperson who filed the grievance. If the grievance is not resolved, Plant Management will review and render a decision on the case within three (3) working days thereafter. In any event, Plant Management will render a decision on the case within ten (10) working days from the date the grievance is filed. If a Notice of Unadjusted Grievance is not submitted by the Shop Committee within five (5) working days of a decision of Plant Management, the matter will be considered closed.

ATTENDANCE AND CORRECTIVE ACTION

(77) The Company and the International Union agree that the problem of unwarranted absenteeism must be addressed in a cooperative and constructive manner. Both parties recognize that unwarranted absences adversely impact quality, cost and efficiency and in so doing constitute a threat to the job security of all employees.

The parties also recognize that sometimes absenteeism is the result of personal or unforeseen problems in an employee's life and that such problems must be addressed in a reasonable and responsible manner.

Based on the foregoing the parties agree to adopt this Special Procedure for Attendance. This procedure is intended to encourage regular attendance through corrective discussion, formal discipline and the availability of the Employee Assistance Program, while at the same time expecting employees to accept responsibility for their own attendance behavior.

Special Procedure for Attendance

- (a)** This procedure will apply to all employees who have acquired seniority pursuant to Paragraph (57) of this Agreement.
- (b)** This procedure is separate and distinct from the standard corrective disciplinary procedure. All instances of employee absence, as defined in paragraph (d) below, will be addressed through this procedure.
- (c)** The action taken by Management, as a result of the corrective action steps of this procedure are subject to the Disciplinary Layoffs and Discharges Section of this Agreement and therefore, the Grievance Procedure Section of this Agreement. During the Paragraph (76) interview associated with the corrective action steps, the employee will be advised of the special procedure for attendance and the availability of the Employee Assistance Program.
- (d)** Instances of absence subject to this procedure are defined as follows:
 - 1.** Any single day of absence up to five (5) consecutive days of absence without reasonable cause.
 - 2.** Tardiness of four (4) hours or more without reasonable cause.
 - 3.** Any consecutive absences without reasonable cause of six (6) or more days skip one (1) step of this procedure.
- (e)** Instances of violations of the attendance procedure as defined above will be subject to the reasonable application of the Attendance Corrective Action Steps below.

Step	Absence/Instance	Action
1	First	First written advice referral to EAP Services
2	Second	Second written advice referral to EAP Services
3	Third	Third written advice referral to EAP Services
4	Fourth	Balance of Shift Disciplinary Layoff Referral to EAP Services
5	Fifth	Balance of Shift Plus one (1) week disciplinary layoff referral to EAP Services
6	Sixth	Discharge

(f) This Special Procedure for Attendance will become effective on the Monday two weeks following the ratification of this Agreement.

Production Standards

(78) Production standards shall be established on the basis of fairness and equity consistent with the quality of work, efficiency of operations, and the reasonable working capacities of normal operators. Management has full authority to settle such matters.

(78a) After the time or the requirements for a normal operator to perform an element has been established and the element is subsequently changed because of engineering changes, a change in method, machinery, equipment, layout or tools, only the time or the requirements of the elements affected by such change will be adjusted.

(78b) If a standard is to be established on a new operation and has not been established when the operation is placed in production, the operator will be advised of the reason for not establishing the standard and the expected requirements of the operation.

(79) When a dispute arises regarding standards established or changed by the Management, the complaint should be taken up with the supervisor. If the dispute is not settled by the supervisor or if the complaint is not taken up by the employee with the supervisor, the committeeperson for that district shall, upon reporting to the supervisor of the department involved, examine the job to determine the merits of the complaint. The employee may then file a grievance. The supervisor or the time study person will furnish the committeeperson with all the facts of the case. If there is still a dispute after this examination has been completed, the committeeperson may then reexamine the operations in detail with the supervisor or the time study person. The committeeperson will, upon request, be given in writing the work elements of the job without undue delay. When available, the cycle time or other pertinent data that is relevant to the dispute will be provided in writing upon request; however, it is mutually recognized that it would be impractical to provide this information during periods of production acceleration. If the matter is not adjusted at this stage, it may be further appealed as provided in the procedure below. If the dispute is settled at any stage of this procedure, the parties to the settlement will, upon request of either party, specify in writing what the elements are that constitute the job as settled and this information will be initialed and dated by the parties.

(79a) After the supervisor has had reasonable time to consider a grievance filed claiming violation of Paragraph (78), which shall be not more than two working days, an answer to the grievance shall thereafter be given:

(1) Within one working day after requested to do so by the committeeperson, or

(2) In any event after ten (10) working days of the date the grievance was filed with the supervisor.

The above time limits may be extended by mutual agreement.

(79b) If the case is not adjusted by the supervisor, it may, within three (3) working days of the supervisor's written answer, be appealed by the Shop Committeeperson for the Zone, or another member of the Shop Committee or the Chairperson of the Shop committee to the next step, as provided below, by giving written notice to the Labor Relations.

(79c) Within three (3) working days of receipt of the appeal, the case will be considered at a Special Step of the Grievance Procedure by not more than three representatives of the Union, including the District Committeeperson, The Shop Committeeperson for the zone or another member of the Shop Committee, and the Chairperson of the shop Committee, and not more than three representatives of Management, at least one of whom shall be a member of higher supervision.

In the multi-shift operations, the District Committeeperson or the Shop Committeeperson from the opposite shift(s) may, by mutual agreement, attend the Special Step Meeting when a standards dispute exists on the same operation on more than one shift. An additional representative of management may also attend the Special Step Meeting in these situations. The schedule for such meetings will be established at a time mutually convenient to the participants.

(79d) After a case is appealed to the Special Step and prior to the meeting on the case at that step, a member of the Shop Committee who will participate in the Special Step meeting may make a further investigation of the case as provided in Paragraph (34).

(79e) Within five (5) working days of this Special Step meeting, higher supervision will give a written answer. If the case is not settled at this step, the Chairperson of the Shop Committee may, within three working days appeal the case by submitting to Management a "Notice of Unadjusted Grievance." Thereafter the case will be handled in accordance with Step Three of the Grievance Procedure Section, except that "Statements of Unadjusted Grievance" need not be exchanged and the 30-day time limit for "Notice of Appeal" by the Regional Director, referred to in Paragraph (38), shall run from the date of the answer given by Management at the Special Step of the Grievance Procedure. Plant entry as provided in Paragraph (38) may be made after the "Notice of Unadjusted Grievance" has been filed and before the Appeal Meeting.

(79f) The time limits specified above may be extended by mutual agreement in writing. Any case not appealed from one step of this procedure to the next within the time limits specified will be considered closed on the basis of the last decision given.

(79g) After a production standards grievance is filed on a job, the Committeeperson representing the employee who filed the grievance will be informed in writing of any change in work content which results in an increase or decrease in work content, or which is made in an attempt to adjust the grievance.

(79h) In the event a standard has not been established on a job, an employee who is following the prescribed method and using the tools provided in the proper manner and performing at a normal pace, will not be disciplined or transferred for failure to obtain an expected amount of production on that job or for filing a grievance under this Paragraph (79).

(79i) If a production standards grievance is settled in writing and the employee who signed the grievance is subsequently replaced by another employee and if, thereafter, additional work is added to the job without any other change having occurred which affects the job, the District Committeeperson may initiate a grievance alleging that the additional work constitutes a violation of that settlement.

Call-In Pay

(80) Any employee called to work or permitted to come to work without having been properly notified that there will be no work, shall receive a minimum of four hours pay at the regular hourly rate, except in cases of labor disputes, or other conditions beyond the control of the Management.

Working Hours

(81) For the purpose of computing overtime premium pay, the regular working day is eight hours, and the regular working week is forty hours.

(82) Employees will be compensated on the basis of the calendar day (midnight to midnight) on which their shift starts working, for the regular working hours of that shift. Their working week shall be a calendar week beginning on the Monday at the regular starting time of the shift to which they are assigned.

(83) Hourly employees will be compensated as follows:

(84) Straight Time

- (a)** For the first eight hours worked in any continuous twenty-four-hour period, beginning with the starting time of the employee's shift.
- (b)** For the first forty hours worked in the employee's working week, less all time for which daily, Saturday, Sunday or holiday over time has been earned.
- (c)** For time worked during the regular working hours of any shift which starts on the day before and continues into a specified holiday or a Saturday.

(85) Time and One-Half

- (a)** For time worked in excess of eight hours in any continuous twenty-four hours, beginning with the starting time of the employee's shift, except if such time is worked on a Sunday or a holiday when double time will be paid as provided below.
- (b)** For time worked in excess of forty hours in the employee's working week, less all time for which daily, Saturday, Sunday or holiday overtime has been earned.
- (c)** For time worked on any shift which starts on Saturday.

(86) Double Time

For time worked during the first eight (8) hours worked on any shifts that start on Sundays and on each holiday specified in Paragraph (203); for time worked on the calendar Sunday or specified holiday in excess of the first eight (8) hours worked on any shift that starts on Sunday or one of the specified holidays; and for time worked on a Sunday or specified holiday in excess of eight (8) hours worked on a shift which starts the previous day and runs over into Sunday or one of the specified holidays.

(87) Exceptions to Above Overtime Payments

(1) Employees working in necessary continuous seven-day operations whose occupations involve work on Saturdays and Sundays shall be paid time and one-half for work on these days only for time worked in excess of eight hours per day or in excess of forty hours in the employee's working week, for which overtime has not already been earned, except as otherwise provided in Paragraph A, below.

- A.** Such employees shall be paid time and one-half for hours worked on the employee's sixth workday in the week.
- B.** Such employees shall be paid double time for hours worked on the 7th workday in the calendar week if the 7th workday results from being required to work on their scheduled off day(s) in that calendar week, or for hours worked on a Sunday if that Sunday is their second scheduled off day in that calendar week.
- C.** Such employees will be paid double time and one-half (2.50 times straight time) for the first eight (8) hours worked on any shift that starts on any of the holidays listed in Paragraph (203); for time worked on the calendar holiday in excess of the first eight (8) hours worked on any shift that starts on any such holiday; and for time worked on the calendar holiday in excess of eight (8) hours worked on a shift which starts the previous day and runs over into any such holiday; provided, however, that if the particular holiday falls on their

regularly scheduled off day(s) and they receive holiday pay pursuant to Paragraph (206) of this Agreement, they will be paid double time instead of double time and one-half for such hours worked. In the case of the employees who work 6 or 7 days during the work week, the first 8 hours worked at double time and one-half or double time, as the case may be, on shifts starting on such holidays shall be counted in computing overtime for work in excess of 40 hours in their working week.

- D. Such employees will be paid time and one-quarter (1.25 times straight time) for hours worked on the 7th workday in the calendar week, unless such hours are payable at an overtime premium rate under any other provision of this Agreement.
- E. If such employees receive holiday pay pursuant to Paragraph (206) for a particular holiday on which they do not work, that holiday will be counted as a day worked for the purpose of computing sixth- or seventh-day premium, under sub-paragraphs A, B and D above.
- F. Such employees shall be paid an additional twenty-five cents (25 cents) per hour for time worked, which shall be included in computing vacation entitlement pay, holiday pay, bereavement pay, jury duty pay, short-term military duty pay, overtime and night shift premium, as well as Independence Week Shutdown Additional Time Off pursuant to Paragraph (202)(c).

(2) Premium payments shall not be duplicated for the same hours worked under any of the terms of this Section.

Change in Shift Hours

(88) Any change in the established shift hours or lunch period shall be first discussed with the Shop Committee as far in advance as possible of any such change; however, if the length of an employee's established lunch period is extended on a temporary basis for a given day, the net amount of time by which the lunch period is so extended shall be considered as time worked for that day. Complaints of repeated violations of this paragraph will be handled under the provisions of Paragraph 5 of this Agreement.

Night Shift Premiums

(89) A night shift premium on night shift earnings, including overtime premium pay, will be paid to employees for time worked on shifts scheduled to start in accordance with the following chart: When employees covered by (1) above are scheduled and work more than nine hours and until or beyond 2:00 a.m. they shall be paid ten per cent for the hours worked after 12 midnight.

Scheduled Shift Starting Time	Amount of Shift Premium
(1) On or after 10:30 a.m. and before 7:00 p.m.	Five per cent
(2) On or after 7:00 p.m. and on or before 4:45 a.m.	Ten per cent
(3) After 4:45 a.m. and before 6:00 a.m.	Ten per cent until 7:00 a.m.

When employees whose normal shifts begin on or after 6:00 a.m. and before 10:30 a.m. are scheduled and work twelve (12) or more hours, they shall be paid a five (5) percent shift premium for all hours worked in excess of eight (8).

In applying the above night shift premium provisions, employees shall be paid the premium rate, if any, which attaches to the shift they work on a particular day.

Special Three-Shift Operations

(89a) This paragraph is not intended to change any present practice, or preclude the re-adoption of a prior practice, whereby it is possible to schedule certain operations on a three-shift, eight hours of work per shift basis with special provisions for lunch. Where it is not possible or practicable on three-shift operations to establish schedules of 8 hours of work each shift, work shifts will be established on the basis of arrangements for a lunch period not in excess of 20 minutes being provided during the shift period without loss of pay.

The above provisions shall not preclude necessary temporary variations in schedules.

The above provisions shall not be applicable in any plant located in a state wherein a statute or administrative ruling requires the granting or establishment of lunch or meal periods of more than 20 minutes.

Union Work Centers

(90) The Shop Committee and Labor Relations will determine the number, location and furnishings of Union Work Centers. The centers will be used to conduct bona fide Union business including Zone and District Committeeperson meetings, grievance procedure investigation, benefit representatives, health and safety representative, apprentice representative. It is understood the following conditions will prevail:

1. Usual office type equipment will be provided by the Union.
2. The function of the facility will be prominently displayed.
3. The windows of the Work Center will not be covered or obscured in any manner.
4. Non-duplicated keys will be provided to the individuals identified by the Shop Committee and Labor Relations requiring access.

Union Bulletin Boards

(91) Bulletin boards will be provided for use by the Union for posting notices bearing the written approval of the President of the Local Union or the Chairperson of the Shop Committee and restricted to:

1. Notices of Union recreational and social affairs.
2. Notices of Union elections.
3. Notices of Union appointments and results of Union elections.
4. Notices of Union Meetings.
5. Notices concerning bona fide Union activities such as: Cooperatives; Credit Unions; and Unemployment Compensation information.
6. Other notices concerning union affairs which are not political or controversial in nature.

(91a) The Union will promptly remove from such Union bulletin boards, upon the written request of management, any material which is libelous, scurrilous, or detrimental to the labor-management relationship.

(92) Bulletin boards will remain at all existing locations.

(93) Racks will be provided at the appropriate plant entrances for use in distributing literature to employees who are leaving the plant. Their use will be limited to the display of official publications of the Local Union and International Union as certified to Management by the President of the Local Union, the Shop Chairperson or the International Representative prior to the placement of such material in the racks by the Union.

(94) The Union agrees to indemnify the Company against any and all actions, charges, claims, damages or losses of any kind or nature whatsoever resulting from, arising out of, based upon, or attributable to any material posted on bulletin boards or placed in racks that have the written approval of the President of the Union, Chairperson of the Shop Committee or the International Representative.

(95) There shall be no other posting by employees, of pamphlets, advertising or political matter, notices, or any kind of literature upon Company property other than as herein provided.

Relocation

(96) For twenty-four months after production begins in a new plant (including a non- represented plant), the Company will give preference to the applications of laid off employees having seniority in other plants over applications of individuals who have not previously worked for the Company, provided their previous experience in the Company shows that they can qualify for the job. When employed, such employees will have the status of temporary employees in the new plant. Such employees will retain their seniority in the plant where originally acquired until broken in accordance with the seniority rules herein.

(96a) When there is a transfer of major operations between plants, the case may be presented to the Company and, after investigation, it will be reviewed with the International Union, in an effort to negotiate an equitable solution, in accordance with the principles set forth in the previous paragraph. Any transfer of employees resulting from this review shall be on the basis that such employees are transferred with full seniority, except as the parties may otherwise mutually agree.

(96b) Employees relocating to or from one of the facilities covered by this agreement or in accordance with the above Paragraphs (96) or (96a) may be eligible to receive Relocation Allowance. An employee laid off from such facility and recalled to an Indianapolis facility or an employee laid off from and Indianapolis facility and recalled to originating facility may be eligible for the following relocation amount:

Mileage	Relocation Allowance Amount
50-99	\$2,820
100-299	\$3,106
300-499	\$3,258
500-999	\$3,849
1000+	\$4,424

Wages

(97) The establishment of wage scales for each operation is necessarily a matter for local negotiation and agreement between the Plant Management and the Shop Committee. In addition, wage payment plans are also a matter of local negotiation between the Plant Management and the Shop Committee, subject to appeal in accordance with the Grievance Procedure.

(98) All employees hired after the effective date of this Agreement shall be hired at the rate reflected in Appendix A of the Local Wage Agreement.

All Employees shall be eligible for cost-of-living allowance (COLA).

Employees hired after the effective date of this agreement shall receive the RRNA standard healthcare plan.

Employees hired in Production Support classifications may only apply to Production and/or Skilled Trades classifications after successfully completing the testing and interviewing requirements defined for Production and Skilled Trades.

(98a) Deleted.

(98b) Deleted

(99) Deleted

(100) It is understood that the local wage agreement consists of the wage scale by job classifications as were in effect in the local wage agreement as of the effective date of this Agreement, plus any written changes, additions or supplements thereto. Any changes, additions or supplements thereto shall be reduced to writing and are subject to the approval of the Company and the International Union.

General Increases

(101) Effective February 27, 2025, general wage increases will be effective in accordance with the Local Wage Agreement Appendix A.

Ratification Bonus

(101a) Based on the employee's status on the date of ratification, employees shall be eligible for an upfront lump sum bonus. Effective on the normal payroll date fourteen (14) days following the ratification date of this Agreement each eligible employee covered by this Agreement shall receive a lump sum payment of \$3,000.00 for active employees.

Eligible active employees are defined as followed:

- Active
- On Military Leave
- Probationary employee hired before the effective date of this agreement. (Payment to be made after employee receives seniority).
- On one of the following leaves of absence not greater than ninety (90) days:
 - Informal (Paragraph 103)
 - Formal (Paragraph 104)
 - Sickness and Accident (Paragraphs 106/108)
 - Pursuant to Family and Medical Leave Act
 - Educational (Paragraph 113)

Cost of Living Allowance

(101b) Each employee shall receive a Cost-of-Living Allowance in accordance with the provisions of Paragraphs (101e) and (101f).

It is agreed that only the Cost-of-Living Allowance will be subject to reduction so that, if a sufficient decline in the cost of living occurs, employees will immediately enjoy a better standard of living.

(101c) The Cost-of-Living Allowance provided for in Paragraph (101b) shall be added to each employee's hourly wage rate and will be adjusted up or down as provided in Paragraphs (101e) and (101f).

(101d) The Cost-of-Living Allowance will be determined in accordance with changes in the official Consumer Price Index for Urban Wage Earners and Clerical Workers (current series, CPI-W) (for all items, less medical care, not seasonally adjusted) (United States City Average) published by the Bureau of Labor Statistics (1982-1984=100).

(101e) During the period of this Agreement, adjustments in the Cost-of-Living Allowance shall be made at the following times:

Effective Date of Adjustment	Based upon Three-Month Average of the Consumer Price Index for:
Thursday, March 13, 2025	November and December 2024, January 2025
First pay period beginning on or after June 6, 2025 and at three-calendar month intervals thereafter to December 1, 2029	February March and April 2025 and at three-calendar month intervals hereafter to August, September and October, 2029

In determining the three-month average of the Indexes for a specified period, the computed average shall be rounded to the nearest 0.001 Index Point.

In no event will a decline in the three-month average Consumer Price Index below 298.596 provide the basis for a reduction in the wage scale by job classification.

(101f) Effective March 2, 2025, and for any period thereafter as provided in Paragraphs (101c) and (101f), the Cost-of-Living Allowance shall be in accordance with the following table:

Three-Month Average Consumer Price Index	Cost of Living Allowance
298.596 or less	None
298.597 - 298.678	1¢ per hour
298.679 - 298.760	2¢ per hour
298.761 - 298.842	3¢ per hour
298.843 - 298.924	4¢ per hour
298.925 - 299.006	5¢ per hour
299.007 - 299.088	6¢ per hour
299.089 - 299.170	7¢ per hour
299.171 - 299.252	8¢ per hour
299.252 - 299.334	9¢ per hour

And so forth with 1¢ adjustment for each 0.082 change in the Average Index and will be calculated in accordance with the Letter of Understanding signed by the parties continuing through the adjustment effective in December 2029.

For each adjustment during the twelve three-month periods beginning March 2, 2025, and ending with the contract expiration (February 26, 2030), in which an increase in the Cost-of-Living Allowance shall be required according to the above table, the amount of increase so required each three month period shall be reduced four cents (\$0.04), or by the amount of increase, whichever is less. The maximum total reduction shall not exceed forty-eight cents (\$0.48).

(101g) The amount of any Cost-of-Living Allowance in effect at the time shall be included in computing overtime premium, night shift premium, vacation payments, holiday payments, call in pay, bereavement pay, jury duty pay, and short-term military duty pay.

(101h) In the event the Bureau of Labor Statistics does not issue the appropriate Consumer Price Index on or before the beginning of one of the pay periods referred to in Paragraph (101e) any adjustments in the Cost-of-Living Allowance required by such appropriate Index shall be effective at the beginning of the first pay period after receipt of the Index.

(101i) No adjustments, retroactive or otherwise, shall be made due to any revision which may later be made in the published figures used in the calculation of the Consumer Price Index for any month or months specified in Paragraph (101e).

(101j) Effective February 27, 2025, the cost-of-living allowance shall be added to the base hourly rate of each classification in tier 1 and tier 2 and over four years for tier 4 pursuant to the end of tiers "grow-in" chart negotiated in the 2025 agreement.

(101k) Effective on the last pay date of this Agreement, 5 cents shall be subtracted from the cost-of-living allowance, and the remainder shall be added to the base hourly rate of each classification. The five cents shall remain as the beginning cost of living allowance float for the next collective bargaining agreement.

New Jobs

(102) When new jobs are placed in production and cannot be properly placed in existing classifications by mutual agreement, Management will set up a new classification and a rate covering the job in question and will designate it as temporary. A copy of the temporary rate and classification name will be furnished to the Shop Committee.

(102a) As soon as possible after machinery and other equipment have been installed, and in any event, within 30 calendar days after a production employee has been placed on the job, the Shop Committee and Management shall negotiate the rate and classification, and when negotiations are completed, such classification and rate shall become a part of the local wage agreement, and the negotiated rate, if higher than the temporary rate shall be applied retroactively to the date the production employees started on the job, except as otherwise mutually agreed.

LEAVES OF ABSENCE

Informal Leaves of Absence

(103) A leave of absence may be granted for personal reasons for a period not to exceed thirty days, upon application of employees to an approval by their respective supervisors. Such leaves of absence shall not be renewed, and seniority will accumulate during the leave.

Formal Leave of Absence for Personal Reasons

(104) Employees requesting a formal leave of absence shall first make application in writing to the Human Resources on the form provided. Such leave of absence will be granted to employees for not more than ninety days on approval of the Local Management when the services of the employees are not immediately required and there are employees available in the plant capable of doing their work. A formal leave of absence may be granted under the foregoing conditions for not more than 150 days provided that employees do not work in any occupation for their own gain during such leave of absence unless mutually agreed by the Company and the Union. A formal leave of absence may be granted under the foregoing conditions for a period exceeding 150 days but not to exceed 180 days if required for the purpose of traveling to a foreign country.

(105) Such leaves of absence may be extended but the approval of the Manager of the Plant, or designated representative is required in such cases. Seniority will accumulate during the period of formal leave of absence. Such formal leaves of absence will not be granted to employees who are laid off and will not be extended for employees who would have been laid off had they been working during their leave.

(105a) Subject to the provisions of Paragraphs (104) and (105), a formal leave of absence may be granted to employees for service in the Peace Corps, and, if circumstances require, the duration of the original leave may be for a period up to thirty months.

Sick Leave of Absence

(106) Employees who are known to be ill supported by satisfactory evidence, will be granted sick leave automatically for the period of continuing disability. Except as otherwise provided in Paragraph (111) (c)., seniority of such employees shall accumulate during sick leave and shall be broken, figured from the date the sick leave started, on the same basis as provided in Paragraph (64) for laid-off employees breaking seniority. Not later than thirty (30) calendar days prior to such loss of seniority, Management will send a letter to each affected employee's last known address as shown on the Company records reminding them of the fact that their seniority is subject to being broken as provided above. A copy of such letter will be furnished promptly to the Chairperson of the Shop Committee. However, failure through oversight to send this letter to such employees or furnish a copy to the Chairperson of the Shop Committee will not be the basis for any claim.

(107) Temporary employees without seniority shall not receive credit for time off sick toward the ninety (90) days of employment required to acquire seniority, except as provided in Paragraph (108) and Paragraph (58a) and in no case shall a temporary employee's name be placed on the seniority list while away from work on sick leave.

(108) An employee who has sustained a legal compensable injury or occupational disease and has accrued three (3) or more years of seniority at the commencement of such injury or disease shall be automatically granted a compensable leave for the full period the employee is not working due to the compensable injury and is receiving Worker's Compensation Benefits under a State or Federal Worker's Compensation Law. The employee will continue to accrue seniority for the full period of such leave.

An employee who has sustained a legal compensable injury or disease with less than three (3) years of seniority at the commencement of such injury or disease shall be granted a compensable leave for the full period the employee is not working due to the compensable injury and is receiving Worker's Compensation Benefits under a State or Federal Worker's Compensation Law. The employee will continue to accrue seniority for the full period of temporary disability. In the event that such disability of an employee with less than three (3) years of seniority, is determined to be permanent by the appropriate State or Federal Authority, the Company Shall have the right to convert the status of such employee to a Paragraph 106 Leave as of the date of such determination. In the event of such conversion, Management will send written notification of the employee's change in status to the affected employee's last known address as shown on the company records. A copy of such letter will be furnished promptly to the Chairperson of the Shop Committee. However, failure through over-sight to send this letter to such employees will not be a basis for any claim.

Temporary employees disabled by a compensable injury shall be given credit for the period of such legal temporary disability toward acquiring seniority.

Leave of Absence for Union Activity

(109) Employees elected to a permanent office in, or as a delegate to, any labor activity necessitating a leave of absence, shall be granted such leave for a minimum of the first half or the second half of their shift and not to exceed one year and shall, at the end of the term in the first instance, or at the end of the mission in the second instance, be guaranteed reemployment if there is sufficient work for which they are in line at the then current rate of pay. Written notice for such leaves, given the length of leave, shall be given to Management as far in advance as possible, but in no event later than the day prior to the day such leave is to become effective. Seniority will accumulate during the period of such leaves.

(109a) Leaves of absence may be granted to employees for other Union activities and seniority shall accumulate during such leaves. Such leaves will be granted only when requests are made in writing to the Vice President of Human Resources of Rolls-Royce Corporation by the President of the International Union or the head of the department of the International Union at Detroit which handles matters under this Agreement.

Leave of Absence for Public Office

(110) Employees with seniority elected to public office may make written application for a leave of absence for the period of their first term of active service in such elective office. Additional leaves of absence for service in elective public office may be granted at the option of Management upon written application by such employee.

(110a) Employees with seniority who are appointed to a position as administrative assistant in a congressional or Senatorial office, or to an administrative position in a State Agency, or as a Labor Representative on a Community Agency, or to a non-civil service governmental position which is not generally available to an applicant for employment, or as a full time officer in a credit union, may make written application for a leave of absence for the period of their active service in such position, no to exceed one year. Such leave may be renewed at the option of Management upon written application by such employee.

(110b) Employees granted a leave of absence under Paragraph (110) or (110a), shall be guaranteed reemployment, at the then current rate of pay, if there is sufficient work available which they are capable of doing and to which they may be entitled on the basis of seniority. Seniority will accumulate during the period of such leaves.

General

(111) All of the above leaves of absence including sick leaves are granted subject to the following conditions.

- a. Employees on leave may return to work in line with their seniority before the expiration of their leave providing not less than seven (7) days' notice is given to Management. The return within the seven-day period is at the option of Management. Employees who fail to return to work in accordance with the notice as given shall be considered as having voluntarily quit unless they have a satisfactory reason.
- b. Employees who fail to report for work within three working days after the date of expiration of the leave, shall be considered as having voluntarily quit unless they have a satisfactory reason; provided, however, that in the case of failure to report for work within three working days after the expiration of leaves of absence granted under Paragraphs (104), (105), (109), (109a), (110), (110a) and (113), and in the case of leaves of absence granted under Paragraph (106) where management has refused to grant a requested-renewal of the leave, Management will send clear written notification to such employees' last known address as shown on the Company records, that their seniority has been broken and that it can be reinstated, if, within three specified working days after delivery or attempted delivery of such notice, they report for work or properly notify Hourly Personnel of their absence. A copy of such Management notification will be furnished promptly to the Chairperson of the Shop Committee. If such employees comply with the conditions set forth in the notification, their seniority will be reinstated if it has not otherwise been broken; however, such reinstatement shall not be construed as limiting the application to their cases of the Shop Rule regarding absence without reasonable cause.
- c. If upon the expiration of a leave of absence there is no work available for employees in line with their seniority, or if they would otherwise have been subject to layoff according to seniority during the period of the leave, the period which breaks seniority shall start from the date of expiration of the leave, or in the case of a leave of absence under Paragraph (106), Paragraph (113), or Paragraph (113a), the period which breaks seniority shall start from the date such employee would otherwise have been laid off.

Leave of Absence for Military Service

(112) Employees who enter either active or inactive training duty or service in the Armed Forces of the United States will be given a leave of absence subject to the conditions herein. Upon submission of satisfactory proof of pending induction for active service, such employees may arrange for the leave to begin up to thirty days prior to the induction date. The leave shall not exceed the term of the initial enlistment and one (1) consecutive reenlistment. In no event will the period of such leave exceed a total of eight (8) years, except when additional service is involuntary. Seniority will accumulate during the period of such leave. Upon termination of such leave, employees shall be offered re-employment in their previous position or a position of like seniority, status and pay, unless the circumstances have so changed as to make it impossible or unreasonable to do so, in which event

they will be offered such employment in line with their seniority as may be available which they are capable of doing at the current rate of pay for such work, provided they meet the following requirements:

1. Have not been dishonorably discharged.
2. Are physically able to do the work.
3. Report for work within ninety days of the date of such discharge, or ninety days after hospitalization continuing after discharge.

(112a) The seniority of any employee who fails to report for work within the times specified in Paragraph (112)(3) shall be automatically broken, unless the employee gives a satisfactory reason for such failure to report.

(112b) As used in this paragraph, "Armed Forces of the United States" is defined as and limited to the United States Army, Air Force, Navy, Marine Corps, Coast Guard, National Guard, Air National Guard or any reserve component thereof.

(112c) Employees with seniority who are spouses of employees who enter active-duty service in Armed Forces of the United States, and who obtains a leave of absence in accordance with Paragraph (112), may make written application to Human Resources for a leave of absence for the period of the Spouse's initial enlistment but in no event to exceed four (4) years. Such leaves may be granted by Management and will be subject to the conditions set forth in Paragraph (111). Seniority will accumulate during the period of such leaves.

(112d) Employees with seniority in any Rolls-Royce Corporation Plant who are called to and perform short-term active duty of thirty (30) days or less, including annual active duty for training, as a member of the United States Armed Forces reserve or National Guard, shall be paid as provided below for days spent performing such duty provided they would not otherwise be on layoff or leave of absence.

1. A payment will be made for each day, which they would otherwise have worked equal to the amount by which their straight time rate of pay as of their last day worked, plus applicable night shift premium (but not including overtime) for not more than regularly scheduled hours. Payment will be made for each day, except for days for which they receive holiday pay.

Differential pay will be paid for unlimited number of months with military orders for active and reserve duty.

2. In order to receive payment under this Paragraph (112d), employees must give local Management prior notice of such military duty and, upon their return to work, furnish Management with a statement of the military pay received for performing such duty.

Educational Leave of Absence

(113) Employee veterans who have acquired seniority and other employees with seniority of one or more years who desire to further their education, may make application for a leave of absence for that purpose.

One continuous leave of absence for such education will be granted to eligible employees for a period not to exceed twelve months, subject to the conditions set forth in Paragraph (111) of this Agreement. Additional leaves of absence may be granted by Management. Except as otherwise provided in Paragraph (111)(c), seniority shall accumulate during such leaves of absence.

Leaves of Absence for Service in Rolls-Royce Corporation Plants

(113a) Employees whose services, because of conditions made necessary by the National Defense of the United States, are needed by the Management in a plant of the Company other than the plant in which they have established their seniority and who accept such employment, will be given a leave of absence from the plant in which they have their seniority for the period their services may be required in such other plant and shall accumulate seniority in the plant from which they have been given a leave of absence, during the full period of such leave.

If such employees desire to return to employment in the original plant or when the Management of the defense plant no longer requires their services, such employees may return to the original plant in which they have seniority, in accordance with their seniority status, to their former or similar jobs.

(114) An approved copy of any written leave of absence granted under the Leaves of Absence Section will be furnished to the employee.

Strikes, Stoppages and Lockouts

(115) It is the intent of the parties to this Agreement that procedures here-in shall serve as a means for peaceable settlement of all disputes that may arise between them.

(116) During the life of this Agreement, the Company will not lock out any employees until all of the bargaining procedure as outlined in the Agreement has been exhausted and in no case on which the Umpire shall have ruled, and in no other case on which the Umpire is not empowered to rule until after negotiations have continued for at least five days at the third step of the Grievance Procedure. In case a lockout shall occur, the Union has the option of canceling the Agreement at any time between the tenth day after the lockout occurs, and the date of its settlement.

(117) During the life of this Agreement, the Union will not cause or permit its members to cause, nor will any member of the Union take part in any sit-down, stay-in or slow-down, in any plant of the Company, or any curtailment of work or restriction of production or interference with production of the Company. The Union will not cause or permit its members to cause nor will any member of the Union take part in any strike or stoppage of any of the Company's operations or picket any of the Company's plants or premises until all the bargaining procedures as outlined in this Agreement has been exhausted, and in no case on which the Umpire shall have ruled, and in no other case on which the Umpire is not empowered to rule until after negotiations have continued for at least five days at the third step of the Grievance Procedure and not even then unless authorized by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, and written notice of such intention to authorize has been delivered to Labor Relations at least five (5) working days prior to such authorization. The Union will not cause or permit its members to cause or will any member of the Union take part in any strike or stoppage of any of the Company's operations or picket any of the Company's plants or premises because of any dispute or issue arising out of or based upon the provisions of the Pension Plan, Life and Disability Benefits Program, Health Care Program, Bonus Plan, Personal Savings Plan, Legal Services Plan or Supplemental Unemployment Benefit Plan Section, nor will the Union authorize such a strike, stoppage, or picketing. In case a strike or stoppage of production shall occur, the Company has the option of canceling the Agreement at any time between the tenth day after the strike occurs and the day of its settlement. The Company reserves the right to discipline any employee taking part in any violation of this Section of this agreement.

SKILLED TRADES

Apprentices

(118) This Section is applicable to apprentices in the plants of the Company covered by this Agreement.

(119) Paragraphs (63a) and (63b) shall not apply to apprentices nor to openings or vacancies in apprentice classifications.

(120) The following paragraphs shall not be applicable to apprentices: (70), (71), (174)

Skilled Trades and Apprentice Committee

(121) An Apprentice Committee composed of two (2) Union members and two (2) Management members shall be established in each plant in which apprentices are employed. The International Union shall appoint journeymen from the plant as members of the Apprentice Committee, one of whom shall be designated as

the Chairperson of the Union members of the Apprentice Committee. Management shall notify the Union of its members, one of whom shall be designated the Apprentice Coordinator.

(122) The Apprentice Committee shall meet at a mutually agreed-upon time at least once each 30 days, unless otherwise agreed to extend the time between meetings. Apprentice Committeepersons will be paid their regular rates for time spent in such meetings and for the necessary time to properly perform their duties and functions provided for in Paragraph (112) for the hours they would otherwise have worked in the plant. Minutes of such meetings will be furnished to the Union members of the Apprentice Committee within seven (7) calendar days from the date of the meeting.

(123) The duties and functions of the Apprentice Committee shall be as follows:

(a) To negotiate on issues involving the effect of the employment of apprentices on the employment of journeypersons in the trades involved.

(b)(1) The present shop and related training schedules will remain in effect until replaced by revised schedules. The revised schedules will be adopted for those apprentices presently in the training program to the extent that they can be integrated into such revised programs without interfering with the progress of the apprentice. If local plant requirements indicate deviations should be made in such shop or related training schedules, proposed changes must be referred to the appropriate section of the International Union, together with the reason for requesting the deviation, for consideration. The present shop training schedules, which have not been agreed to, will be reviewed by the appropriate section of the International Union as soon as possible.

(b)(2) To study other matters that may involve the training of apprentices by journeypersons in the shop. When machinery, equipment or material is introduced or modified and new skills are required in the journeyperson classification in the plant, the matter may be reviewed to determine the effect on the shop and related training of apprentices including necessary revision of such training. If requested, arrangements will be made with the Apprentice Coordinator for the Local Apprentice Committee to investigate the new skills on the plant floor as a part of their review. When a meeting is held with the local educational institution providing related training to implement changes in the related training curriculum, the Union members of the Local Apprentice Committee will be given the opportunity to attend.

(c) Progress reports of the apprentice shop and related training schedules shall be reviewed in meetings of the Local Apprentice Committee, except that upon the request of a member of the Local Apprentice Committee and individual apprentice's record shall be reviewed in a meeting of the Local Apprentice Committee once during the last thirty (30) day period prior to completion of the apprentice shop training schedule. Problems involving the improper application of the shop training schedules to individual apprentices may be raised with supervision, and if necessary, discussed with the apprentice on the plant floor by the Chairperson or another Union member of the Local Apprentice Committee.

(d)(1) To interview tested apprentice applicants in accordance with the Apprentice Selection Procedure, interview results will be combined with test scores by central scoring where separate lists will be developed, one for seniorityemployee applicants and one for all other applicants, each list to be in descending order of points scored for each classification for which they have applied. The lists for each apprentice classification will be provided by central scoring for review by the Local Apprentice Committee. When apprentices are selected, such selections shall be on the basis of at least two from the seniority employee applicant list for everyone selected from the other list in descending order of total point score in accordance with the Apprentice Selection Procedure; however, more selections from the other list may be made in the event sufficient seniority employee applicants are not available. Notwithstanding the above Provisions of this Paragraph, laid off apprentices may be placed in the classification from which they were laid off prior to the selection of new applicants from either the seniority employee applicants list or the one from all other applicants.

(d)(2) When a list of qualified applicants for a classification is exhausted, additional qualified applicants may be placed on the list for that classification, but in any event additional qualified applicants will be added to the list at

twelve (12) month intervals. Changes in the twelve (12) month interval referred to in this Paragraph may be recommended to the Skilled Trades and Apprentice Committee.

(d)(3) When necessary, the Apprentice Coordinator will make arrangements to temporarily assign a Union member of the Local Apprentice Committee to another shift for the purpose of interviewing applicants or to handle specified, legitimate apprentice matters. The overtime premium pay provisions of this Agreement are hereby waived in such instances and such changes in shift for this purpose will not result in the payment of overtime premium.

All applications for apprenticeship will be available upon request for review by the Chairperson of the Union members of the Local Apprentice Committee.

The Local Apprentice Committee will be provided an Interview List containing the name, social security number, date of birth, plant employment information and trades applied for prior to the interview. The Local Apprentice Committee will also be provided with a copy of the Final Applicant Rankings of qualified applicants eligible for selection for each classification containing the name and, in the case of employee applicants, the seniority date will be included.

Employees eligible for tuition assistance who express a desire to enter the apprentice program will be advised by a member of the Local Apprentice Committee of courses that are available through the Tuition Assistance Plan which may help them become better prepared as applicants for apprentice training.

The Apprentice Coordinator and the Chairperson of the Union members of the Local Apprentice Committee may confer with new apprentices for the purpose of acquainting the apprentices with the role of the Company, Management, the Union and the Local Apprentice Committee and the appropriate section of the International Union in the apprentice program and to ascertain that the apprentices understand their status and obligations as apprentices in accordance with the Apprentice Training Agreement provided for in Paragraph (144).

The Apprentice Coordinator and the Chairperson of the Union members of the Local Apprentice Committee may confer with apprentices where there are indications that apprentices are failing to perform their obligations as apprentices.

To evaluate and credit previous experience as provided for in Paragraph (129).

(e) To issue certificates of completion of apprenticeship as provided for in Paragraph (150).

(f) Each six months the Chairperson of the Union members of the Local Apprentice Committee will be furnished with a list of the number of apprentices in each training period by classification and the number of journeypersons by classification included in the ratio of apprentices in training to journeypersons.

(124) Apprentice training matters which are discussed by the Local Apprentice Committee and are not resolved may be referred to the appropriate section of the International Union for resolution with the Company.

(125) Grievances filed by apprentices will be handled under the Representation and Grievance Procedure Sections. Chairpersons of the Union members of the Local Apprentice Committees shall be permitted to attend Shop Committee meetings when requested to do so by the Chairperson of the Shop Committee for the purpose of assisting in the handling of grievances of apprentices. They will be paid their regular rates for time spent in such meetings and for making the investigations provided for in this subparagraph for the hours they would otherwise have worked in the plant. The Chairperson of the Shop Committee may designate the Chairperson of the Union members of the local Apprentice Committee, in lieu of a member of the Shop Committee, to make the further investigation provided for in Paragraph (34) of a grievance filed by an apprentice. Disputes concerning the Apprentices and Skilled Trades Sections of this Agreement may be appealed to the Umpire in accordance with Paragraph (55).

(126) Notwithstanding the provisions of Paragraph (125) above, problems involving apprentice related training schedules which cannot be settled locally by the Local Apprentice Committee shall not be subject to the Grievance Procedure. Such problems may be referred to appropriate section of the International Union for resolution with the Company.

Apprenticeship Eligibility Requirements

(127) Management will review its apprentice training needs and will post on the bulletin boards, a list of apprentice openings. In order to be eligible for consideration for apprenticeship, all applicants must meet the requirements for apprentice training as established in the Roll-Royce Corporation-UAW Standard Apprentice Plan, including age, education, and other tests, such as aptitude tests. To satisfy the education requirement, the applicant must be a high school graduate or have an equivalent education such as the high school equivalency test or other methods that may be agreed upon by the Skilled Trades and Apprentice Committee, or meet the alternative requirement set forth in the Rolls- Royce Corporation-UAW Standard Apprentice Plan. The new employee applicant must be at least 18 or otherwise consistent with applicable State and Federal Laws.

(128) Notwithstanding other provisions of this Agreement any seniority employee in that plant other than those classified as apprentices may file an application for an opening in the apprentice program; provided, however, that where there is evidence that the filing of such applications by journeymen/women is inconsistent with skilled trades staffing objectives, such application shall be subject to review and decision by the Apprentice Committee. An apprentice with seniority who is scheduled to be removed from an apprenticeable classification in a reduction in force may apply for an apprentice opening in a related skilled classification.

If such applicants meet all the requirements for apprentice training as established in the Rolls-Royce-UAW Standard Apprentice Plan their applications will be considered for the apprentice program (consistent with applicable State and Federal laws). When the qualifications of employee applicants are equal, the employee with the longest seniority will be given preference.

Credit for Previous Experience

(129) Credit for previous related experience in military service, an apprentice training program, or skilled trades classification in any plant, may be given up to the total time required on any phase of the apprentice shop training or related training or related training schedules. Credit for such previous experience shall be given to apprentices at the time they have satisfactorily demonstrated that they possess such previous experience and are able to do the job. Related training credit shall be given apprentices at the time that they have demonstrated that they possess the educational knowledge for which they are requesting credit under the related training schedule. At the time such credit is given, the apprentice's wage rate shall be correspondingly adjusted within the apprentice rate schedule based on the amount of credit given toward completion of the shop training schedule. Any dispute over such credit shall be referred to the appropriate section of the International Union for resolution with the Company.

Term of Apprenticeship

(130) The term of apprenticeship shall be nominally four (4) years in length but shall be based on the number of hours actually worked. The shop schedule shall be divided into eight (8) periods of 916 hours each.

Seniority of Apprentices

(131) Each apprentice classification in the apprentice program shall be a separate non-interchangeable occupational group.

(132) Apprentices hired directly into an apprentice classification shall establish seniority in their non-interchangeable occupational group in accordance with paragraphs (57) and (58).

(133) Employees transferred to an apprentice classification shall have a date of entry in the non-interchangeable occupational group to which they are transferred and will continue to accumulate seniority in the seniority group from which they were transferred.

(a) For the purpose only of determining the seniority status of apprentices in training, such apprentices shall have their seniority established as provided in Paragraphs (132) and (133) above.

(b) For the purpose of layoff and rehire or other applicability in their skilled occupational group, the seniority of apprentices, upon graduation, shall be adjusted to a date which represents time equal to the calendar days [subsequent to their seniority date established in the plant pursuant to Paragraph (57)] spent in the apprentice program. Graduate apprentices' journeyman seniority dates shall not precede their seniority dates established pursuant to Paragraph (57). For all other purposes seniority shall be as established by the Section entitled "Acquiring Seniority."

(c)(1) Graduate apprentices whose Rolls-Royce Corporation apprentice training was interrupted by a leave of absence under the provisions of Paragraphs (105a), Paragraph (112), by an approved leave of absence for jury duty, absences which qualify under the Bereavement Pay, Paid Absence Allowance, Paid Personal Holiday plan under prior Agreements or Short Term Military Duty sections of this Agreement, by approved vacation time off, or by a sick leave of absence under the provisions of Paragraph (106), shall upon graduation, be given the same journeyman/ woman seniority date as they would have received had they not served in the Peace Corps, entered military service, served on the jury, been on approved absence for which they received Bereavement Pay, Paid Absence Allowance, Paid Personal Holiday Pay under prior Agreements or Short Term Military Duty Pay, taken vacation time off, or been on a sick leave of absence. The period covered by a sick leave of absence pursuant to Paragraph (108) and the portion of any sick leave of absence on and after January 1, 1980, pursuant to Paragraph (106) shall be credited.

(c)(2) For each pay period during which apprentices work in their apprentice classification and, in the case of the pay period in which the full week of Christmas holidays fall provided they would otherwise have been scheduled to work, they shall be credited as having spent seven calendar days in the apprentice program.

(d) Apprentices who satisfactorily complete their shop training schedule in a plant prior to the time they complete their related training shall, notwithstanding the provisions of Paragraph (178)(1), be considered as journeymen but only in the plant in which they were in apprentice training in the classification to which they have been apprenticed and not under Paragraphs (178)(2) or (178)(3). Such employees shall be required to complete their related training requirements specified in Paragraph (145). Notwithstanding the provisions of Paragraph (151) and (181a), such employees who hereafter fail to attend available courses or decline to complete the related training requirements specified in Paragraph (145) shall have their rate adjusted in accordance with Paragraph (181a). Shift Preference sections of this Agreement must have sufficient flexibility to permit such employees to complete the related Training courses in which they are currently enrolled. Seniority of such employees shall be established in accordance with Paragraph (134)(a), (b) and (c).

(134) Time spent by such employees in completing their required apprentice related training schedule shall be paid for at the straight-time hourly rate applicable to such related training for that classification in accordance with Paragraph (146) and the Apprentice Rate Schedule set forth in Paragraph (151); provided, however, the hourly rate for such apprentice related training shall not exceed the applicable rate for the eighth (8th) 916 hour Apprentice Training Period for that classification as set forth in Paragraph (151). The Company's payment of fees and/or tuition required in connection with apprentice related training for such employees is limited to the maximum provided in Paragraph (148).

Upon completion of their related training schedule, the employees shall be given a certificate of completion of apprenticeship, in accordance with Paragraph (150), and shall thereupon be journeymen/women within the meaning of Paragraph (178).

(135) Apprentices removed from the non-interchangeable occupational group to which they are assigned due to a reduction in force or inability to satisfactorily perform the shop and/or related training requirements shall be laid off except that:

- a. Apprentices with seniority who were hired directly into an apprentice classification who apply in writing prior to leaving the plant on layoff will be placed in an opening to which no other employee in the plant has a claim in preference to the placement of a new hire.
- b. Apprentices with seniority who have been transferred from a job in the plant to an apprentice classification who apply in writing prior to leaving the plant on layoff, will be returned to the group from which they were so transferred.
- c. Failing to have sufficient seniority to be placed on other work, as provided above, apprentices will be laid off.

(136) Apprentices who have been removed from an apprentice non interchangeable occupational group in a reduction in force pursuant to Paragraph (135) above, will be recalled to such group in line with their seniority in such group.

Ratio of Apprentice to Journeypersons

(137) The number of new apprentices who may be enrolled shall be determined on the basis of the number of journeypersons employed for the program averaged over the preceding twelve (12) months. The ratio of apprentices in training to journeypersons should not exceed one (1) apprentice to eight (8) journeypersons. However, the Union agrees that local Management can establish a ratio of apprentices to journeypersons in excess of the one (1) to eight (8) ratios, but not to exceed a ratio of one (1) apprentice to five (5) journeypersons. Deviations below the one (1) to five (5) ratios may be agreed to by the Local Apprentice Committee. Favorable consideration will be given to requests for deviation below the one (1) to five (5) ratios in instances in which it is anticipated the impact of early retirement will create a shortage of skilled trades employees. Disputes concerning such deviations or the enrolling of new apprentices at a time when seniority journeypersons in the same classification are laid off due to a permanent reduction in force will be referred to the appropriate section of the International Union for resolution with the Company.

Ratio – Reduction in Force

(138) In the event of a reduction of force, the apprentices in excess of the one (1) to eight (8) ratios will be laid off before any journeyperson in that trade is laid off. The ration of apprentices in training to journeypersons will be based on the average number of journeypersons employed for the program computed on the last Monday of each of the twelve preceding months. The average thus computed shall remain in force until a new computation is made on the last Monday of the next succeeding month. If, during periods when journeypersons are laid off, any monthly computation results in a ratio in excess of one (1) apprentice to eight (8) journeypersons, such excess apprentices will be laid off by the end of the pay period during which the last Monday of the month falls except that a minimum of one apprentice may be retained in each trade.

Reduction in Force (Unusual Circumstances)

(139) In the event the reduction in force is due to unusual circumstances, including, but not confined to: a transfer or discontinuance of an operation, major technological developments, the elimination or consolidation of classification, the discontinuance of a shift, or a drastic reduction in the level of work resulting in a heavy reduction in the skilled work force; Management, the Shop Committee and the Union members of the Local Apprentice Committee shall mutually agree to an acceptable layoff and recall plan. Such a layoff plan may provide for reduction the ratio below one (1) to eight (8), or for laying off all apprentices in a particular trade. A plan that provides for the layoff of all apprentices in a particular trade is to be reviewed and approved in advance by the appropriate section of the International Union.

Standard Work Week

(140) To maintain the proper schedule for graduating apprentices, their standard work week, including time spent in connection with related training, shall be forty (40) hours.

(141) Apprentices may be assigned to overtime work when all journeypersons on the shift in the equalization group with which the apprentices, in the course of their training are currently associated, are either scheduled to work overtime or have had the opportunity to work overtime. Deviation from this provision may be negotiated by local Management and the Shop Committee.

(a) Equalization of any overtime available to apprentices is subject to local arrangement between Local Management and the Union in a manner consistent with the shop and related training of each apprentice.

(b) Individual apprentices will not be assigned to work overtime for the purpose of completing their apprentice training ahead of other apprentices in like circumstances in the trade.

(142) In case apprentices are required to work overtime, they shall receive credit on the term of apprenticeship for only the actual hours of work.

Allowance – Tools, Books, Supplies

(143) It is management's intent to provide a toolbox, tools and books to each apprentice during their apprenticeship, and will become the property of the apprentice upon graduation. The following list shows items, that will be provided, and time of disbursement, and shall be approved by the apprenticeship committee.

Toolbox

Toolbox will be supplied as soon as possible after being placed in an apprenticeship group.

Tools

Tools will be supplied during the 1st period of apprenticeship.

Books

Books can be purchased by the apprentice as required by the apprenticeship committee. Apprentice shall provide appropriate documentation for book purchases for refund of expenditures.

Apprentice Training Agreement

(144) All apprentices (and if they are minors, their parents or guardian) shall be required to sign an Apprentice Training Agreement. A copy of the Apprentice Training Agreement shall be furnished to the Apprentice. The Apprentice Training Agreement shall be registered with the Bureau of Apprenticeship and Training, U.S. Department of Labor.

Related Training

(145) Apprentices shall be required during the period of this apprentice program, to complete a program of related and supplemental classroom instructions not to exceed 576 hours during a four-year training course, less the amount of related training for which they received credit pursuant to Paragraph (129). Exceptions up to a maximum of 672 hours may be jointly recommended for specific classifications by the Local Apprentice Committee subject to the approval of the appropriate section of the International Union.

(146) Time spent by apprentices in connection with related training shall not be considered time worked under this Agreement; nevertheless, time spent by apprentices in taking required related training shall be paid for at the apprentices' straight time hourly rate. If an apprentice is laid off during a period while enrolled in related training, the apprentice will be properly compensated for successfully completing the training if re-employed. In the event the employee is not recalled within a reasonable period of time, such employee may apply to the home plant for the related training bonus. In addition, with prior Management approval and arrangements with the school,

apprentices whom Management anticipates recalling to the apprentice classification prior to the expiration of the school term may be enrolled for one term and become eligible for an incentive bonus on the same basis. This incentive bonus will amount to a figure to be arrived at by multiplying the number of class hours in each course times the employee's straight-time hourly rate less the amount, if any, paid to the employee for such related training prior to layoff.

(147) Whether related training shall be conducted by Management through a local educational institution, or otherwise, shall be determined by Management in light of prevailing circumstances in the community. Management will notify and discuss this matter with the Local Apprentice Committee. However, the final determination will remain the responsibility of Management.

(148) The Company agrees to pay on behalf of apprentices covered by this Agreement registration fees and/or tuition required in connection with related training under the apprentice program but not to exceed 576 hours of related training.

Progress Reports

(149) An accurate record shall be kept of the hours worked by each apprentice under the training program. These hours shall be recorded on appropriate forms. Where the basic work processes are subdivided on the uniform shop training schedules, a more detailed breakdown of schedules may be developed locally.

(149a) Optional hours are provided in each shop training schedule to be used as follows:

1. To give additional training over and above the hours designated in the shop training schedule in those phases which would be most beneficial to apprentices in acquiring their journeyman status.
2. To give training in related phases of the trade not specifically designated in the shop training schedule but normally required of journeyman.

Certificate of Completion

(150) Upon completion of apprenticeship (shop and related training), a certificate shall be issued to the apprentice. The certificate shall be signed by Management and the Union Members of the Local Apprentice Committee. The Skilled Trades and Apprentice Committee will recommend to the Bureau of Apprenticeship and Training, U.S. Department of Labor, or to the state agency in those states where appropriate, that a certificate signifying completion of the apprenticeship be issued to the Apprentice.

Apprentice Wage Rates

(151) Deleted.

Skilled Trades Vacancies

(152) Management will study its future skilled trade's needs, and at least once each six months will post on the bulletin board a list of jobs, if any, for which a shortage of journeymen is anticipated. Where qualified journeymen/women are not available either through new hires, from journeymen/women currently working on other than skilled trades classifications who have submitted appropriate documents to Management pursuant to Paragraph (178), or from graduated apprentices, employees working on other than skilled trades classifications will be permitted to file application for vacancies in skilled trades classifications listing their qualifications for such jobs. However, subject to rules and condition established by written local agreement, employees working in skilled trades classifications may be permitted to file application for vacancies in other skilled trades classifications listing their qualifications for such jobs.

(153) Notwithstanding other provisions of this Agreement, Management will select non-journeyperson seniority employees who have previously filed an application as provided above for transfer to the skilled trades classifications for training and to perform the work in such classifications. Employees transferred to skilled trades classifications shall be selected based on their qualifications, and when their qualifications are equal, employees with the longest seniority will be given preference. The recruitment, selection, employment, and training of employees-in training (E.I.T.) shall be without discrimination because of race, color, religion, national origin or sex. Affirmative action will be taken to provide equal opportunity in the Employee-in-Training Program.

(154) Where no applications of seniority employees with qualifications have been filed for transfer, non-seniority employee applicants may be transferred or new non-journeyperson with qualifications may be hired for the work.

Classification of “Employees-In-Training” and “Employee-In-Training Seniority”

(155) Employees transferred to a skilled trades classification in which they do not hold journeyperson or E.I.T.S. status, or non-journeyperson new-hires assigned to a skilled trades classification in which they do not qualify for E.I.T.S. status, shall be identified in the skilled trades classification in which they are working as employees-in-training until their status is changed to employee-in-training seniority (E.I.T.S.) or they are reclassified as journeypersons in such classification in accordance with the provisions of Paragraph (166).

(156) An employee or a non-journeyperson new hire who completes or has completed at least four years of work as an employee-in-training (E.I.T.) in any one skilled trades classification shall be identified in such skilled trades classification as an “Employee-in-Training Seniority” (E.I.T.S.) if the employee is working in that skilled trades classification until classified as a journeyperson in such classification in accordance with Paragraph (166), except as provided in Paragraph (156a) below.

(156a) The parties hereto agree as follows:

1. Employees whose training in the skilled trades was interrupted by a leave of absence Under Paragraph (105a), the portion of a leave of absence under Paragraph (106, 108) or Paragraph (112), or for Jury Duty, approved absences which qualify under the Bereavement Pay, Paid Absence Allowance or Short Term Military Duty Sections of this Agreement, by approved vacation time off, by all time on layoff out of the program and who thereafter qualify for status as employees-in-training-seniority (E.I.T.S.) or are reclassified as journeypersons in the skilled trades, shall, at such time, be given the same E.I.T.S. date or journeyperson seniority date as they would have received if they had not been on such leave, layoff or approved absence.
2. Employees- in-Training (E.I.T) or employees-in-training-seniority (E.I.T.S) employees shall receive credit as time worked in a skilled classification for time spent on approved leaves of absence from that classification up to but not exceeding an aggregate of thirty (30) calendar days within the calendar year. Such employees will not receive credit as time worked in a skilled classification for any portion of the leave that they would have been laid off in a reduction in force or returned to their production classification had they not been granted such leave.
3. Employees-in-training (E.I.T.) who are Committeepersons or in-plant full time Union Representatives, shall be credited with seven days worked in a skilled trades classification for each pay period during which they function in such capacity until they acquire employee-in-training-seniority (E.I.T.S) status. Thereafter they shall be credited as provided in 2, above.
4. When placement of an EIT or apprentice applicant is delayed due to (1) an approved leave of absence for jury duty, (2) approved time off pursuant to the Vacation Entitlement Section, (3) a sick leave of absence under the provisions of Paragraph (106) or (108), (4) the short term needs of Local Management, such as the necessity to train a replacement for the person who has been selected, or (5) an absence which qualifies the employee for bereavement pay, (6) for paid absence time off under the provisions of prior agreements, or (7) for short term military duty, and the delay is for a period of not more than 21 calendar days, that person's date of entry for seniority purposes shall be the date he or she would have originally been placed in the opening.

(157) When employees-in-training (E.I.T.) are identified as employees- in-training seniority (E.I.T.S.) they shall, for purposes of layoff and recall, be credited with seniority as follows:

- (a)** Employees who, pursuant to Paragraph (156), are identified as employees-in-training seniority (E.I.T.S.) in a skilled trades classification in the plant shall receive seniority credit as employees-in-training seniority (E.I.T.S.) equal to the time worked in the classification in the plant except as provided in Paragraph (156a) above.

(158) For the purpose of layoff and rehire in the skilled trades classifications, employees-in-training seniority (E.I.T.S.) transferred or hired directly to employee-in-training seniority (E.I.T.S.) status shall, subsequent to acquiring plant seniority pursuant to the provisions of Paragraph (57), establish seniority in the skilled trades classification to which they are assigned. The date such employees are transferred or hired into the skilled trades classification shall be their skilled seniority date in that classification except that such date will not precede their seniority date established pursuant to Paragraph (57).

Seniority of “Employees-in-Training” and “Employees-in-Training Seniority”

(159) Employees-in-Training (E.I.T.) and employees-in-training seniority (E.I.T.S.) shall retain and accumulate seniority in the seniority group in which it is established at the time of their transfer to the employee-in- training (E.I.T.) or the employee-in-training seniority (E.I.T.S.) status.

(160) For the purpose of layoff and rehire in the skilled trades classifications, employees-in-training (E.I.T.) shall establish a date of entry in the skilled classification to which they are assigned as of the date they are transferred or hired into such classification. They shall retain such date of entry in such classification until their status is changed to employee-in-training seniority (E.I.T.S.) or they are reclassified as journeymen/women in that classification; provided, however, Management and the Shop Committee may work out an agreement, subject to the approval of the appropriate section of the International Union, dealing with the matter of multiple dates of entry of an employee.

(161) Employees-in-training (E.I.T.) shall be laid off from the skilled trades classification in which they are working in the reverse order of their date of entry status in such classification, provided, however, that if they have sufficient seniority or date of entry status, they shall thereafter be transferred in the following order:

- (1)** To another skilled trades classification in which they have journeyman status:
- (2)** To another skilled trades classification in which they have employee-in-training seniority (E.I.T.S.) status
- (3)** To another skilled trades classification in which they have a date of entry status
- (4)** To a seniority group, other than in skilled trades, in which their seniority is established.

(162) Employees-in-training seniority (E.I.T.S.) shall be laid off from the skilled trades classification in which they are working in reverse order of their seniority in such classification, provided, however, that if they have sufficient seniority or date of entry status, they shall thereafter be transferred in the following order:

- (1)** To another skilled trades classification in which they have journeyman status
- (2)** To another skilled trades classification in which they have employee-in-training seniority (E.I.T.S.) status
- (3)** To another skilled trades classification in which they have a date of entry status
- (4)** To a seniority group, other than in skilled trades, in which their seniority is established.

Wage Rates of Employees-in-Training

(163) Deleted.

(164) Deleted.

(165) Employees-in-training (E.I.T.) or employees-in-training seniority (E.I.T.S.), who may be returned to a skilled trades classification assignment in keeping with these provisions, shall be given the same rate position they had attained at the time they were last classified in such classification except as otherwise provided for in Paragraph (181a). Employees-in-training (E.I.T.) or employees-in-training seniority (E.I.T.S.) who may be transferred to E.I.T. status in a skilled trades classification which is related to the skilled trades classification in which they held the status of E.I.T. or E.I.T.S., shall be given the same rate (adjustment for any intervening general wage increase) they had attained at the time they were classified in the former classification, but not greater than the maximum rate of the new classification.

Reclassification to Journeyman Status

(166) Employees who are classified as employees-in-training (E.I.T.) or employees-in-training seniority (E.I.T.S.) shall be classified as journeymen when they have worked eight (8) years in those skilled trades classification in any plant, except as provided for in Paragraph (156a).

(167) In determining whether employees have worked in a skilled trades classification the time required in order to qualify for journeyman status in that classification pursuant to Paragraph (166), they may receive credit for the work they performed while classified in another skilled trades classification which is related to the one in which they are being reclassified as journeymen, in accordance with Paragraphs (168) and (169).

(168) After the completion of the period of time specified in Paragraph (156) for reclassification to E.I.T.S. status, employees may be credited with the hours worked in the related classification in any plant but not in excess of two times the number of hours outlined in a Rolls-Royce Corporation -UAW apprentice training program for such classification of work.

(169) In computing credit for work performed under Paragraph (168), employees shall be credited with one week for each 40 hours of work performed.

Seniority Credit Upon Reclassification of “Employees-In-Training” and “Employees-in-Training Seniority” to Journeymen

(170) Employees reclassified from an employee-in-training (E.I.T.) status to a journeyman status in accordance with the provisions of Paragraph (166), upon reclassification to a journeyman status, shall have their seniority date established in the skilled trades classification to which they are assigned by crediting them with all of the time [subsequent to their seniority date established pursuant to Paragraph (57)] during which they worked in that skilled trades classification either on a continuous or accumulated basis, except as provided in Paragraph (156a).

(171) Upon reclassification to journeyman status, employees-in-training seniority (E.I.T.) shall have as their journeyman seniority date in the classification the greater of the following:

- (1)** The employee-in-training seniority (E.I.T.) date they have in that classification in that plant as of the date of their reclassification, or
- (2)** A seniority date established in the skilled trades classification to which they are assigned by crediting them the sum of:
 - (3)** 100% of the time [subsequent to their seniority date established pursuant to Paragraph (57)] during which they worked in that plant in those skilled trades classification either on a continuous or accumulated basis, except as provided in Paragraph (15a); and

- (4) 100% of the time, subsequent to acquiring E.I.T.S. status, spent out of those skilled trades classification due to a reduction in force.

(172) Employees reclassified from employee-in-training (E.I.T.) or employee-in-training seniority (E.I.T.S.) to journeyperson status shall have the seniority rights, if any, provided in the local seniority agreement in seniority groups other than in skilled trades.

Seniority Rights of Journeypersons, “Employees-in-Training Seniority” and “Employees-in-Training”

(173) Journeypersons or employees-in-training seniority (E.I.T.S.) in a skilled trades classification shall retain their date of entry, subject to the provisions of Paragraph (160) above, in other skilled trades classifications to which they had been or are thereafter assigned as employees-in-training (E.I.T.).

(174) No journeyperson so classified will be laid off until it is necessary to further reduce the force after employees who have not attained the status of a journeyperson in such classifications, for which the journeyperson is qualified, have been laid off, except as provided in Paragraph (176).

(175) Employees-in training (E.I.T.) who have not qualified as journeyperson may be retained in their classification until displaced by:

- (1) Fully qualified journeyperson in the plant
- (2) Newly graduated apprentices
- (3) Employees-in-training seniority (E.I.T.S.)
- (4) A reduction in force.

(176) Employees-in-training seniority (E.I.T.S.) may be retained in the skilled classification in which they are classified as employees-in-training seniority (E.I.T.S.) until displaced by:

- (1) Employees with more seniority in the classification
- (2) A reduction in force.

(177) Notwithstanding the provisions of Paragraph (174), (175) or (176) provisions may be negotiated between Management and the Shop Committee to govern temporary layoff situations.

(178) The term “journeyperson” when used in this Agreement means an employee who; (1) has satisfactorily completed a bona fide apprentice training course with similar standards to the Rolls-Royce Corporation- UAW Apprentice Training Program; or (2) one who has been reclassified as a journeyperson under the terms of the Skilled Trades Section of this Agreement; or (3) one, newly hired, who meets one of the above alternative requirements or can prove work experience in the trade at least equivalent to that on-the-job experience required for reclassification to journeyperson status of those employees-in-training covered in Paragraph (166) of this Agreement. Copies of any documents presented pursuant to this provision will be furnished to the Chairperson of the Shop Committee upon request.

(178a) Journeypersons in an apprenticeable classification will be considered to be journeypersons classified in the classification(s) for which they are qualified, and which is (are) related to that apprenticeable classification, in the application of Paragraph (166). Local Apprentice Committee will determine classifications which are to be considered related to apprenticeable classifications, subject to the approval of the appropriate section of the International Union. In the event the parties are unable to reach agreement locally, the area of difference may be referred to the appropriate section of the International Union for resolution with the Company based on the specific facts involved.

(178b) An employee who has the qualifications and has requested to be placed on the in-house Journeyman list must wait 365 days to reapply if they have requested their name to be removed from the list or they are offered a position in the trade they are qualified for and turn down the position.

Major Plant Rearrangement

(179) During major plant rearrangement, employees may be temporarily transferred to classifications to assist in such work and paid in accordance with the local wage agreement. The duration of such temporary transfers is limited to the temporary period of such major plant rearrangements. Seniority of such employees shall remain and accumulate in the seniority group in which it is established at the time of the temporary transfer; it is understood, therefore, that no employee will be credited with any seniority in such classification for the purpose of being retained in the classification.

Related Training-E.I.T.

(180)(a) Related training schedules totaling approximately 350 hours will be provided for each classification in which there are currently employees classified as employees-in-training (E.I.T.) or employees-in-training seniority (E.I.T.S.). Exceptions up to a maximum of 450 hours for employee-in-training programs may be jointly appropriate section of the International Union. The Local Shift Preference Agreement must have sufficient flexibility to permit such employees to complete the related training courses in which they are currently enrolled.

(180)(b) Employees will be required to attend the related training courses established for that classification during the period of time they work as an employee-in-training. Such employees shall not be required to attend related training courses which they have completed previously. In the event that an employee's work schedule makes it impossible to complete the related training during their E.I.T. period, with the approval of the Skilled Trades and Apprentice Committee, such classes may be completed prior to the employee being reclassified to Journeyman status. Failure of an employee to attend related training classes and achieve a grade of C or better, as well as failure or inability to satisfactorily perform the work in question will be cause for removal from the classification after having been counseled. Notwithstanding the provisions of Paragraphs (163), (164), (165) and (181a), such employees who hereafter achieve E.I.T.S. status pursuant to the provisions of Paragraph (156) prior to the completion of the required related training courses shall have their rate adjusted to a rate not greater than the minimum rate of the journeyman classification. Upon satisfactory completion of the related training requirements and provided they are otherwise qualified; the rate of such employees shall be adjusted in accordance with Paragraph (181a).

(180)(c) Time spent by employees-in-training (E.I.T.) and employees-in-training-seniority (E.I.T.S.) in connection with related training shall not be considered time worked under this Agreement; nevertheless, time spent by employees-in-training (E.I.T.) or employees-in-training-seniority (E.I.T.S.) in taking required related training, but not to exceed the hours specified in Paragraph 180(a), shall be paid for at the employee's (E.I.T. OR E.I.T.S.) straight-time hourly rate.

(180)(d) The Company agrees to pay, on behalf of employees- in-training (E.I.T.) and employees-in-training seniority (E.I.T.S.) covered by this Agreement, registration fees and/ or tuition required in connection with related training under the employee-in-training (E.I.T.) program, but not to exceed the hours specified in Paragraph (180)(a).

General

(181)(a) The following definitions shall be used for employees transferred or hired into skilled trades classifications:

- (1)** Condition 1 – Employees hired before September 1, 2006
- (2)** Condition 2 – Employees hired after September 1, 2006
- (3)** Period – 916 worked hours for apprentices and 6 calendar months for EIT's

(181)(b) Condition 1 employees

- (1) Transferred into skilled trades as journeyman shall transfer at the top rate listed in the chart in Paragraph (181d) for Condition 1 employees. Upon becoming classified as journeymen or employees-in-training seniority (E.I.T.S.) employees shall receive a rate not less than the midpoint of the rate range for their job classification except that such employees shall receive the maximum rate of their classification within three (3) months from the date on which they are so classified or acquire seniority, or in the case of newly hired journeymen or newly hired employees-in-training seniority (E.I.T.S.), within three (3) months from the date on which they acquire seniority and except that employees classified as journeymen in one skilled trades classification and earning the maximum rate for that classification who are transferred to journeyman status in a related skilled trades classification at that plant shall be paid the maximum rate for the related classification immediately upon transfer.
- (2) Transferred into skilled trades as an apprentice shall transfer at the employee's current rate or the rate of the 1st period listed in the chart in Paragraph (181d) for Condition 1 employees whichever is higher and shall be paid such rate until the employee qualifies for a higher rate of pay in accordance with the chart.
- (3) Transferred into skilled trades as an employee-in-training at the employee's current rate or the rate of the 1st period listed in the chart in Paragraph (181e) for Condition 1 employees whichever is higher and shall be paid such rate until the employee qualifies for a higher rate of pay in accordance with the chart.

(181)(c) Condition 2 employees

- (1) Transferred into skilled trades as journeyman shall transfer at the top rate listed in the chart in Paragraph (181d) for Condition 2 employees.
- (2) Transferred into skilled trades as an apprentice shall transfer at the employee's current rate or the rate of the 1st period listed in the chart in Paragraph (181d) for Condition 2 employees whichever is higher and shall be paid such rate until the employee qualifies for a higher rate of pay in accordance with the chart.
- (3) Transferred into skilled trades as an employee-in-training at the employee's current rate or the rate of the 1st period listed in the chart in Paragraph (181d) for Condition 2 employees whichever is higher and shall be paid such rate until the employee qualifies for a higher rate of pay in accordance with the chart.

(181)(d) Apprentice EIT Training Rate Schedule. Can use the same chart that is in the Local Wage Agreement.

(181)(e) Deleted

(181)(f) Local agreements subject to Company and International Union approval may be negotiated locally to meet other local conditions in accordance with the principles set forth in this section.

(181)(g) Employees hired or transferred into skilled trades as a Journeyman or an apprentice/E.I.T. after September 1st, 2006 and before February 26, 2011 will be hired at a rate equal to 75% of current maximum rates with a three year grow-in to the maximum rates in equal 6-month increments with Condition 1 wage rates.

Lines of Demarcation

(182) The Chairperson of the Shop Committee may request the Labor Relations Supervisor to arrange a special conference to hear the skilled trades representative's views concerning problems in connection with work assignments of employees in skilled trades classifications and to discuss the matter. Such special conference will be attended by two committeepersons representing employees in skilled trades classifications, the Chairperson of the Shop Committee, a representative of the section of the Management organization in charge of the skilled trades activity involved, a representative of labor relations and another representative of the Management organization. The Regional Director of the International Union or a designated representative, upon request to the Labor Relations, may attend the conference.

(182)(a) If the matter involves the appropriateness of the work assignment of employees in skilled trades classifications and is resolved, the settlement will be reduced to writing within seven (7) calendar days from the date of the settlement unless otherwise agreed to by the parties. If the matter is not resolved, the Union may reduce the matter to writing in a statement setting forth all the facts and circumstances surrounding the case and the position taken by the union. The statement will be presented to Management, within ten (10) working days of the special conference.

Within five working days thereafter, local management will prepare and give to the Union a complete settlement of the facts of the case and the reasons for the position taken may, within 30 days of such delivery, forward the Union's statement and the Management's statement to the International Union.

(182)(b) If in its judgment the matter warrants appeal, the International Union may within 30 days of receipt of the statements, appeal the matter to the appropriate section of the International Union by written notice to the Director of Labor Relations of the Company.

(182)(c) The appropriate section of the International Union shall attempt to resolve the matter. If they are unable to resolve the case within three months of the date of appeal to it or any mutual extension of said period, the case may be withdrawn without prejudice by the union members or may be appealed to the Impartial Umpire for final and binding decision. Upon the submission of a case to the Umpire, the parties will make an effort to provide the Umpire with a jointly agreed upon set of specific criteria to guide the Umpire's decision in each case.

Subcontracting of Skilled Trades Work

(183)(a) When the performance of work involves the use of Company-owned machines, tools, or equipment, employees of an outside contractor will not be utilized in a plant covered by this agreement to replace seniority employees on production assembly or manufacturing work, or fabrication of tools, dies, jigs and fixtures, normally performed by them.

183)(b) The foregoing shall not affect the right of the Company to continue arrangements currently in effect; nor shall it limit the fulfillment of normal warranty obligations by vendors nor limit work which a vendor must perform to prove out equipment.

183)(c) In cases involving construction trades classifications, when work that is considered to be "traditional" is subcontracted, employees within the affected construction trades classifications will be offered over-time opportunities consistent with the following definition of "Extended Utilization."

"Extended Utilization" is defined as: a 12-hour working day being offered per day, paid at the appropriate rate, during the effected period, if the effected period is 3 days or more in any one week, the offer will be as follows: 12 hours per day Monday through Saturday, there shall be no deviations from this method of offering the overtime or banking of offered overtime. It is understood that contractors will work 40 hours Monday through Thursday, excluding holidays as defined in paragraph 203. When contractors are in the plant performing work, it will be no more than 10 hours a day between 6:30am - 5:00pm including a 30 min lunch. Contractors will be allowed to come into the gates/plant 15 minutes prior to agreed start time and will be allowed 15 minutes to exit at end of shift. General estimating and bidding activity for contractors is not considered work as referenced in this document.

Any need to change core hours (40 hr week or scheduled daily times) to avoid business disruption outside of this schedule will be mutually agreed by Chairperson or designee and RR. Once mutually agreed, if a contractor must exceed 40 hours Monday through Thursday by extending their day or adding a Friday, the affected trade will be offered hour for hour recovery up to an additional 12 hrs in the next calendar week during normal utilization working practices. If the next calendar week is not a utilization week for that trade, the affected trade will be offered 12 hours above their normal work schedule. (Example: Contractor works 52 hrs M-F, affected trade will be offered additional 2 hrs per day (14 hrs / day) M-S of the next calendar week).

If contractors work a Saturday or Sunday and the affected trade is on utilization, the affected trade will be offered 12 hours on Sunday. If contractors work both Saturday and Sunday, the affected trade will be offered 16 hours

on Sunday. If a contractor is only planned to work Saturday and unplanned events cause a need to work the current weeks Sunday, the affected trade will be offered 16 hours on Sunday of the next calendar week.

Any contractor working over 12 hours on a Saturday or Sunday will invoke hour for hour for the affected trade on that day, provided the employee is at work at the time the overtime becomes available. The Company commits to notify employees of these extra hours at least two hours before the end of the scheduled overtime. If affected trade is not on utilization and contractors work a weekend day, the affected trade will be offered 12 hours for that day. If the affected trade is not on utilization and contractors work both weekend days, the affected trade will be offered 12 hours on Saturday and 16 hours on Sunday. Any exceptional circumstances will be reconciled through mutual agreement between the Chairperson or designee and RR. Adherence to this language is effective April 20, 2020.

183)(d) In all cases of subcontracting involving “non-traditional” work, Management will provide advance notification to the Chairman of the Shop Committee or his designee. Such notification will describe the project, the general scope of the work and the timeframe of the project. All cases of “warranty work” fall within this notification requirement. Subcontracting of “non-traditional” work will not require Management to provide overtime opportunities to those employees within the affected classifications.

183)(e) In all cases of subcontracting involving “traditional” work, except where time and circumstances prevent it, Management will provide advance written notification to the Chairman of the Shop Committee or his designee prior to letting a contract for the performance of maintenance and construction work. Management is expected to review its plans or prospect for letting a particular contract. The written notice will describe the nature, scope and approximate dates of the work to be performed and the reasons why Management is contemplating contracting out the work (equipment, available human resources, etc.). At such time, Management representatives are expected to afford the Union representatives an opportunity to comment on Management’s plans and to give appropriate weight to those comments in light of all attendant circumstances.

183)(f) In no event shall the subcontracting of “traditional” work result in the layoff of any seniority employee who customarily performs the work in question.

183)(g) The local parties are encouraged to work out mutually agreeable procedures for implementing the above provisions which enhance the competitiveness of the business.

VACATION ENTITLEMENT

(184) The vacation entitlement provisions of this Section shall apply during the remainder of the term of this Agreement.

(185) The eligibility date for vacation entitlement for all seniority employees is December 31. Each “eligibility year” shall begin on January 1 and end on December 31.

(186) Employees shall become eligible for vacation entitlement as hereinafter defined, provided they have at least one year seniority as of December 31 of the eligibility year and have worked during at least 13 pay periods during the eligibility year.

Without modifying or adding to any other provision of the Vacation Entitlement Section, an employee who has seniority but has not acquired one year’s seniority as of December 31 shall nevertheless become eligible for a percentage of 72 hours of vacation entitlement pursuant to Paragraphs (190) and (193).

(187) In determining the number of pay periods an employee shall have worked in the eligibility year; the employee shall be credited with one pay period for each pay period in which the employee performs work in any Company plant during that year.

(188) For the purposes of this Vacation Entitlement Section only, a pay period during which an employee qualifies for pay pursuant to Paragraph (194), Paragraphs (203) through (213a) for holidays falling within the Christmas

Holiday Period, Paragraph (112d) 1, Paragraph (218a), Paragraph 218(b) shall be counted as a pay period worked.

(189) An eligible employee who has worked at least 26 pay periods in the eligibility year shall be entitled to the following vacation entitlement:

For Eligible Employee with Seniority of:	Hours of Vacation Entitlement
Less than 1 year	120
1 to 4 years	160
5 to 9 years	176
10 to 14 years	200
15 to 19 years	220
20+ years	240

(190) An eligible employee shall be entitled to a percentage of vacation entitlement shown in Paragraph (189) based on the number of pay periods the employee works in the eligibility year, in accordance with the following:

Pay Periods Worked	Percentage of Hours of Vacation Entitlement
26	100%
25	96
24	92
23	88
22	84
21	80
20	76
19	73
18	69
17	65
16	61
15	57
14	53
13	50

(191) An eligible employee who, at the time of the eligibility date, has not used the entire vacation entitlement provided for in Paragraph (189) will have their available vacation time rollover to their following year balance, up to 80 hours or shall receive a payment in lieu of vacation time off for the unused portion at the rate established in accordance with Paragraph (192). Employees who wish to receive full payout of unused vacation must submit the required form to the Human Resources Shared Service Center by January 15th for the prior year's eligibility. Employees who do not submit the payout form will automatically have all available hours up to 80 hours rolled over to the following year vacation entitlement. Any hours greater than 80 hours will be automatically paid out. Vacation rollover will be coded as regular vacation.

(192) Vacation time off payments will be calculated on the basis of the employee's regular rate of pay, plus attached night shift premium, not including overtime, as of the employee's shift of assignment listed by Human Resources as of the last day worked prior to the approved vacation time off period for vacation with pay. Payment of the unused portion, if any, of Vacation Entitlement will be calculated on the basis of the employee's rate of pay plus the attached night shift premium but not including overtime premium, as of the employee's shift of assignment listed by Human Resources as of December 31st of the prior year.

(193) Payment of the unused portion, if any, of the employee's vacation entitlement, shall be made as soon as possible but not later than February 15th of the following year.

(194) Eligible employees may use 40 hours of their vacation entitlement during the eligibility year provided their absence from work is for not less than two (2) continuous hours and is excused for illness (when not receiving Sickness and Accident benefits), or personal business, or a leave of absence for vacation purposes.

(194a) Employees who work on a designated holiday, in accordance with Paragraph (203) of this Agreement, and are otherwise eligible for holiday pay, may request up to 8 or 9 hours depending on shift pattern be credited to their Paid Absence Allowance [Paragraph (194)], in lieu of receiving holiday pay. The hours requested may not exceed the actual hours worked. In addition, continuous operator must work nine (9) hours before being eligible to defer up to nine (9) hours. To provide sufficient time for administration, the employees must submit their request in writing no later than the Friday of the week in which the holiday occurs. Deferred Christmas Holidays must be used during the following calendar year. Unused deferred holidays will be paid at the same time unused vacation entitlement is paid (refer to Paragraph 193).

(195) Employees who retire or are retired under the provisions of the Rolls-Royce Corporation Hourly Rate Employee Pension Plan shall receive prorated vacation entitlement up to the vacation entitlement to which the employee's seniority would have entitled them on December 31 of the current year, as follows:

- (a)** in accordance with Paragraph (190) provided the employee has worked at least 13 pay periods in the eligibility year in which they retire
- (b)** or one twenty sixth (1/26) of the vacation entitlement provided for in Paragraph (189) for each pay period worked within the eligibility year if they have worked less than 13 pay periods in the eligibility year in which they retire
- (c)** pay out of any unused vacation will be made within 30 calendar days of the effective date of retirement.

(196) Employees who are placed on or return from a Leave of Absence for Military Service pursuant to the provisions of Paragraph (112), shall receive vacation entitlement in accordance with Paragraph (190) if the employee has worked at least 13 pay periods in the eligibility year in which they are placed on or return from a Leave of Absence for Military Service, or one twenty sixth (1/26) of the vacation entitlement provided for in Paragraph (189) for each pay period worked within the eligibility year if they have worked less than 13 pay periods in the eligibility year in which they are placed on or return from a Leave of Absence for Military Service.

(197) Employees disabled from working by compensable injury or legal occupational disease shall receive credit toward pay periods worked under this Vacation Entitlement Section for pay periods they would otherwise have been scheduled to work during the period of compensable disability, provided they worked during at least one (1) pay period in the eligibility year and are otherwise eligible for a vacation entitlement.

(198) In the case of an employee who has worked during at least 13 pay periods in the eligibility year and who dies prior to the eligibility date, the vacation entitled had the employee lived, based on the number of pay periods worked, shall be paid to the employee's duly appointed legal representative, if there is one, and, if not, to the spouse, parents, children, or other relative or dependents of such person as the Company in its discretion may determine.

(199) In the case of an employee who goes on sick leave during one eligibility year after having worked less than 13 pay periods in that year who retires during the next eligibility year under the provisions of the Rolls-Royce Corporation Hourly Rate Employee Pension Plan before returning to work, the retirement, for the purpose of this Vacation Entitlement Section only, shall be deemed to have occurred as of the day following the employee's last day worked.

(200) When a person is transferred into a bargaining unit covered by this Agreement the amount of vacation entitlement the employee may become eligible for shall be reduced by the amount of any paid vacation or pay in lieu of taking vacation which the employee has already received from the Company for the same eligibility year.

Vacation Time Off Procedure

(201) Management recognizes the desirability of providing vacation time off with pay, up to the vacation entitlement to which the employee's seniority will entitle them on December 31 of the current year, in a manner that preserves the maintenance of efficient operations while giving consideration to the desires of the employee.

(202) Management at each plant will establish a procedure whereby employees, during January, may make application in writing for vacation time off, indicating first, second and third choices. In the event more employees apply for time off than can be spared from the job at a given time, plant seniority will be the basis for resolving priority of applications for time off, except that applicants working on jobs which usually operate when the plant is shut down during such periods as plant rearrangement or inventory will be given first consideration for time off during periods other than such shutdowns.

- (a)** Each employee will be given a written disposition of their vacation time off request. Approved vacation time off will not thereafter be canceled or changed without the mutual consent of Management and the employee.
- (b)** An eligible employee who has approved vacation time off in accordance with Paragraph (202) shall receive their vacation pay, up to the amount of their approved time off, in the pay period following the pay period in which the approved vacation time off is taken. An employee may elect to waive this provision by submitting an application at least two (2) days prior to the approved vacation time off. Upon receipt of the application, payment of the specified Vacation Entitlement will be made pursuant to the provision for payment of an unused balance in Paragraphs (192) and (193).
- (c)** Employees who are scheduled and work on the Independence Day Holiday (Paragraph 203) shall be entitled eight (8) hours Additional Time Off with pay. The Additional Time Off shall not exceed the total hours worked on the Independence Day Holiday.
- (d)** Regardless of the provisions of Paragraph (49), the Corporation will deduct from earnings subsequently due and payable the amount of any vacation payment made to an employee who does not have seniority as of their next eligibility date, or who receives State or federal benefits as a result of unemployment during the Vacation Entitlement Period, or who receives any payment in excess of their eligibility. Recovery of such overpayments may be made from any future payments payable under any term of this agreement or any Supplemental Agreement thereto.

HOLIDAY PAY

(203) Employees shall be paid for specified holidays and the holidays in each of the Christmas Holiday Shutdown periods as provided hereinafter:

2025-2030 Holiday Schedule

9/80 Schedule	2025
Monday, May 26, 2025	Memorial Day
Thursday, July 3, 2025	Independence Day
Monday, September 1, 2025	Labor Day
Tuesday, November 11, 2025	Veterans Day
Thursday, November 27, 2025	Thanksgiving Day
Friday, November 28, 2025	Day After Thanksgiving
Wednesday, December 24, 2025	Christmas / Holiday Shutdown
Thursday, December 25, 2025	Christmas / Holiday Shutdown
Friday, December 26, 2025	Christmas / Holiday Shutdown
Monday, December 29, 2025	Christmas / Holiday Shutdown
Tuesday, December 30, 2025	Christmas / Holiday Shutdown
Wednesday, December 31, 2025	Christmas / Holiday Shutdown
Thursday, January 1, 2026	Christmas / Holiday Shutdown
9/80 Schedule	2026
Monday, January 19, 2026	Dr. Martin Luther King, Jr. Day
Monday, May 25, 2026	Memorial Day

Thursday, July 2, 2026	Independence Day
Monday, September 7, 2026	Labor Day
Wednesday, November 11, 2026	Veterans Day
Thursday, November 26, 2026	Thanksgiving Day
Friday, November 27, 2026	Day After Thanksgiving
Thursday, December 24, 2026	Christmas / Holiday Shutdown
Friday, December 25, 2026	Christmas / Holiday Shutdown
Monday, December 28, 2026	Christmas / Holiday Shutdown
Tuesday, December 29, 2026	Christmas / Holiday Shutdown
Wednesday, December 30, 2026	Christmas / Holiday Shutdown
Thursday, December 31, 2026	Christmas / Holiday Shutdown

9/80 Schedule

2027

Monday, January 18, 2027	Dr. Martin Luther King, Jr. Day
Monday, May 31, 2027	Memorial Day
Monday, July 5, 2027	Independence Day
Monday, September 6, 2027	Labor Day
Thursday, November 11, 2027	Veterans Day
Thursday, November 25, 2027	Thanksgiving Day
Friday, November 26, 2027	Day After Thanksgiving
Friday, December 24, 2027	Christmas / Holiday Shutdown
Monday, December 27, 2027	Christmas / Holiday Shutdown
Tuesday, December 28, 2027	Christmas / Holiday Shutdown
Wednesday, December 29, 2027	Christmas / Holiday Shutdown
Thursday, December 30, 2027	Christmas / Holiday Shutdown
Friday, December 31, 2027	Christmas / Holiday Shutdown

9/80 Schedule

2028

Monday, January 17, 2028	Dr. Martin Luther King, Jr. Day
Monday, May 29, 2028	Memorial Day
Tuesday, July 4, 2028	Independence Day
Monday, September 4, 2028	Labor Day
Friday, November 10, 2028	Veterans Day
Thursday, November 23, 2028	Thanksgiving Day
Friday, November 24, 2028	Day After Thanksgiving
Monday, December 25, 2028	Christmas / Holiday Shutdown
Tuesday, December 26, 2028	Christmas / Holiday Shutdown
Wednesday, December 27, 2028	Christmas / Holiday Shutdown
Thursday, December 28, 2028	Christmas / Holiday Shutdown
Monday, January 1, 2029	Christmas / Holiday Shutdown

9/80 Schedule

2029

Monday, January 15, 2029	Dr. Martin Luther King, Jr. Day
Monday, May 28, 2029	Memorial Day
Wednesday, July 4, 2029	Independence Day
Monday, September 3, 2029	Labor Day
Monday, November 12, 2029	Veterans Day
Thursday, November 22, 2029	Thanksgiving Day

Friday, November 23, 2029	Day After Thanksgiving
Monday, December 24, 2029	Christmas / Holiday Shutdown
Tuesday, December 25, 2029	Christmas / Holiday Shutdown
Wednesday, December 26, 2029	Christmas / Holiday Shutdown
Thursday, December 27, 2029	Christmas / Holiday Shutdown
Monday, December 31, 2029	Christmas / Holiday Shutdown
Tuesday, January 1, 2030	Christmas / Holiday Shutdown

9/80 Schedule

2030

Monday, January 21, 2030	Dr. Martin Luther King, Jr. Day
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5/40 Schedule

2025

Friday, April 18, 2025	Good Friday
Monday, May 26, 2025	Memorial Day
Friday, July 4, 2025	Independence Day
Monday, September 1, 2025	Labor Day
Tuesday, November 11, 2025	Veterans Day
Thursday, November 27, 2025	Thanksgiving Day
Friday, November 28, 2025	Day After Thanksgiving
Wednesday, December 24, 2025	Christmas / Holiday Shutdown
Thursday, December 25, 2025	Christmas / Holiday Shutdown
Friday, December 26, 2025	Christmas / Holiday Shutdown
Monday, December 29, 2025	Christmas / Holiday Shutdown
Tuesday, December 30, 2025	Christmas / Holiday Shutdown
Wednesday, December 31, 2025	Christmas / Holiday Shutdown
Thursday, January 1, 2026	Christmas / Holiday Shutdown
Friday, January 2, 2026	Christmas / Holiday Shutdown

5/40 Schedule

2026

Monday, January 19, 2026	Dr. Martin Luther King, Jr. Day
Friday, April 3, 2026	Good Friday
Monday, May 25, 2026	Memorial Day
Friday, July 3, 2026	Independence Day
Monday, September 7, 2026	Labor Day
Wednesday, November 11, 2026	Veterans Day
Thursday, November 26, 2026	Thanksgiving Day
Friday, November 27, 2026	Day After Thanksgiving
Thursday, December 24, 2026	Christmas / Holiday Shutdown
Friday, December 25, 2026	Christmas / Holiday Shutdown
Monday, December 28, 2026	Christmas / Holiday Shutdown
Tuesday, December 29, 2026	Christmas / Holiday Shutdown
Wednesday, December 30, 2026	Christmas / Holiday Shutdown
Thursday, December 31, 2026	Christmas / Holiday Shutdown
Friday, January 1, 2027	Christmas / Holiday Shutdown

5/40 Schedule

2027

Monday, January 18, 2027	Dr. Martin Luther King, Jr. Day
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Friday, March 26, 2027	Good Friday
Monday, May 31, 2027	Memorial Day
Monday, July 5, 2027	Independence Day
Monday, September 6, 2027	Labor Day
Thursday, November 11, 2027	Veterans Day
Thursday, November 25, 2027	Thanksgiving Day
Friday, November 26, 2027	Day After Thanksgiving
Friday, December 24, 2027	Christmas / Holiday Shutdown
Monday, December 27, 2027	Christmas / Holiday Shutdown
Tuesday, December 28, 2027	Christmas / Holiday Shutdown
Wednesday, December 29, 2027	Christmas / Holiday Shutdown
Thursday, December 30, 2027	Christmas / Holiday Shutdown
Friday, December 31, 2027	Christmas / Holiday Shutdown

5/40 Schedule

2028

Monday, January 17, 2028	Dr. Martin Luther King, Jr. Day
Friday, April 14, 2028	Good Friday
Monday, May 29, 2028	Memorial Day
Tuesday, July 4, 2028	Independence Day
Monday, September 4, 2028	Labor Day
Friday, November 10, 2028	Veterans Day
Thursday, November 23, 2028	Thanksgiving Day
Friday, November 24, 2028	Day After Thanksgiving
Monday, December 25, 2028	Christmas / Holiday Shutdown
Tuesday, December 26, 2028	Christmas / Holiday Shutdown
Wednesday, December 27, 2028	Christmas / Holiday Shutdown
Thursday, December 28, 2028	Christmas / Holiday Shutdown
Friday, December 29, 2028	Christmas / Holiday Shutdown
Monday, January 1, 2029	Christmas / Holiday Shutdown

5/40 Schedule

2029

Monday, January 15, 2029	Dr. Martin Luther King, Jr. Day
Friday, March 30, 2029	Good Friday
Monday, May 28, 2029	Memorial Day
Wednesday, July 4, 2029	Independence Day
Monday, September 3, 2029	Labor Day
Monday, November 12, 2029	Veterans Day
Thursday, November 22, 2029	Thanksgiving Day
Friday, November 23, 2029	Day After Thanksgiving
Monday, December 24, 2029	Christmas / Holiday Shutdown
Tuesday, December 25, 2029	Christmas / Holiday Shutdown
Wednesday, December 26, 2029	Christmas / Holiday Shutdown
Thursday, December 27, 2029	Christmas / Holiday Shutdown
Friday, December 28, 2029	Christmas / Holiday Shutdown
Monday, December 31, 2029	Christmas / Holiday Shutdown
Tuesday, January 1, 2030	Christmas / Holiday Shutdown

5/40 Schedule

2030

Providing they meet all of the following eligibility rules unless otherwise provided herein:

1. The employee has seniority as of the date of each specified holiday and as of each of the holidays in each of the Christmas Holiday Shutdown periods, and
2. The employee would otherwise have been scheduled to work on such day if it had not been observed as a holiday, and
3. The employee must have worked the last scheduled workday prior to and the next scheduled workday after each specified holiday within the employee's scheduled work week. For each Christmas Holiday Shutdown period, the employee must have worked the last scheduled workday prior to each holiday period and the next scheduled workday after each holiday period.

Each of the designated days in the Christmas Holiday Shutdown period shall be a holiday for purposes of this Holiday Pay Section.

(203a) Failure to work either the last scheduled workday prior to or the next scheduled workday after each Christmas Holiday Shutdown period will disqualify the employee for pay for the two holidays in the Christmas Holiday Shutdown period which follow or precede such scheduled workday.

(203b) An employee who retires as of January 1, and who is otherwise eligible for holiday pay for those holidays falling in the Christmas Holiday Shutdown period up to and including December 31, will receive holiday pay for such holidays.

(203c) In order for employees to have maximum time off during the Christmas Holiday Shutdown Period, employees will only be scheduled for work on the following days, which are not paid holidays under this Agreement, on a voluntary basis, except in emergency situations:

Saturday, December 27, 2025	Saturday, December 23, 2028
Sunday, December 28, 2025	Sunday, December 24, 2028
9/80 - Friday, January 2, 2026	9/80 - Friday, December 29, 2028
Saturday, January 3, 2026	Saturday, December 30, 2028
Sunday, January 4, 2026	Sunday, December 31, 2028
Saturday, December 26, 2026	Saturday, December 22, 2029
Sunday, December 27, 2026	Sunday, December 23, 2029
9/80 - Friday, January 1, 2027	9/80 - Friday, December 28, 2029
Saturday, January 2, 2027	Saturday, December 29, 2029
Sunday, January 3, 2027	Sunday, December 30, 2029
Saturday, December 25, 2027	
Sunday, December 26, 2027	
9/80 - Friday, December 31, 2027	
Saturday, January 1, 2028	
Sunday, January 2, 2028	

Employees shall not be disqualified for holiday pay if they do not accept work on such days. This does not apply to employees on necessary continuous seven-day operations.

(204) Deleted

(205) Employees eligible under these provisions shall receive eight hours pay for each of the holidays specified in Paragraph (203), computed at their regular straight time hourly rate plus any cost-of-living allowance in effect, exclusive of overtime premium.

(206) For holidays specified in Paragraph (203), eligible employees shall have the night shift premium rate which attached to the straight time hours based on their shift of assignment on the last day worked prior to the holiday.

(207) Employees whose work is in necessary continuous seven-day operations as covered by Paragraph (87) shall receive holiday pay only in the event the holiday falls on one of their regularly scheduled days off, and they meet the other eligibility requirements of this Holiday Pay Section; provided, however, that such employees shall not receive holiday pay if they are scheduled to work on such day off and absent themselves from scheduled work on such holiday without reasonable cause acceptable to Management.

(208) Seniority employees who have been laid off in a reduction of force (except as provided below), or who have gone on sick leave, or on leave of absence for military service, or on a Leave for Family and Medical reasons, in accordance with Paragraphs (104) and (106) respectively, during the work week prior to or during the week in which the holiday falls, shall receive pay for such holiday.

Seniority employees who work in the fourth work week prior to the week in which the Christmas Holiday Shutdown Period begins, and who are laid off in a reduction in force during that week, or seniority employees who are laid off in a reduction in force during the first, second or third work week prior to or during the work week in which the Christmas Holiday Shutdown Period begins, shall, if otherwise eligible, receive pay for each of the holidays in the Christmas Holiday Shutdown Period providing such employees worked the last scheduled work day prior to such layoff.

Seniority employees who work in the fifth, sixth or seventh work week prior to the week in which Christmas Holiday Shutdown Period begins, and who are laid off in a reduction in force during that week, shall, if otherwise eligible, receive pay for one-half of the holidays falling during such Christmas Holiday Shutdown Period providing such employees worked the last scheduled workday prior to such layoff.

(209) Employees who have been laid off because of plant rearrangement, or inventory shall be eligible for holiday pay under these Holiday Pay provisions, for a specified holiday falling within the period of such layoff providing they meet all the following eligibility rules:

- (a)** They have seniority as of the day of the holiday.
- (b)** They are ineligible for holiday pay for the holiday under the other provisions of this Holiday Pay Section.
- (c)** They return to work during the work week in which the holiday falls or during the work week immediately following the work week in which the holiday falls.
- (d)** They work the first day they are scheduled to work following the holiday.

(210) When a holiday, specified above, falls within an eligible employee's approved vacation period or during a period in which jury duty pay is received pursuant to Paragraph (218a) of this Agreement, and such vacation or jury duty causes the employee to be absent from work during the regularly scheduled work week, the employee shall be paid for such holiday.

(211) When eligible employees are on an approved leave of absence and return to work following the holiday but during the week in which the holiday falls, they shall be eligible for pay for that holiday. Eligible employees whose leave of absence terminates during the Christmas Holiday Shutdown Period, and who report for work on the next scheduled workday after the Christmas Holiday Shutdown Period, will be eligible for holiday pay beginning with the first holiday such employees would otherwise have worked and each holiday thereafter in the Christmas Holiday Shutdown Period.

(212) Employees not working in necessary continuous seven-day operations who may be requested to work on a holiday and have accepted such holiday work assignment and then fail to report for and perform such work, without reasonable cause, shall not receive holiday pay under this Holiday Pay Section.

(213) When any of the above-enumerated holidays falls on Sunday and the day following is observed as the holiday by the State or Federal Government, the day of observance shall be considered as the holiday under the provisions of this Holiday Pay Section.

(213a) It is the purpose of the Holiday Pay Provisions in Paragraph (203) through (213) of this Agreement to enable eligible employees to enjoy the specified holidays with full straight time pay. If, with respect to a week included in the Christmas Holiday Shutdown Period, employees supplement their Holiday Pay by claiming and receiving an unemployment compensation benefit, or claim and receive waiting period credit, to which they would not have been entitled if their Holiday Pay had been treated as remuneration for the week, such employees shall be obligated to pay to the Company the lesser of the following amounts:

1. an amount equal to their Holiday Pay for the week in question, or,
2. an amount equal to either the unemployment compensation paid to them for such week or the unemployment compensation which would have been paid to them for such week if it had not been a waiting period.

The Company will deduct from earnings subsequently due and payable the amount which such employees are obligated to pay as provided above.

GENERAL PROVISIONS

(214) After consultation with the Shop Committee, the Company shall make reasonable rules in each plant regarding smoking. Any protest against the reasonableness of the rules may be treated as a grievance.

(215) Supervisory employees shall not be permitted to perform work on any hourly rated job except in the following types of situations: (1) in emergencies arising out of unforeseen circumstances which call for immediate action to avoid interruption of operations; (2) in the instruction or training of employees, including demonstrating the proper method to accomplish the task assigned. Complaints of repeated violations of this paragraph will be handled under the provisions of Paragraph (5). For the purposes of this Special Procedure only, prior to being referred from the plant, the problem will be discussed between the Chairperson of the Shop Committee, the President of the Local Union, the Regional Servicing Representative, the Vice President and General Manager of Production Operations and the Vice President of Human Resources.

(216) A report of physical examination and any laboratory tests made by physicians acting for the Company will be given to the personal physician of the individual employee involved upon the written request of the employee.

(217) Employees working on their regular shifts on pay day will be paid on the job in a manner that will not result in loss of time by the employee or loss of production. Employees who are not working on their regular shifts on pay day will be paid in accordance with the practice that is or may be established to meet local conditions.

Jury Duty

(218a) Employees with seniority in any Rolls-Royce Corporation plant who are summoned and report for jury duty (including coroner's juries), as prescribed by applicable law, or who report for pre-jury duty examination required by the court or administrative governmental agency, shall be paid by the Company an amount equal to the difference between the amount of wages, including night shift premium, they otherwise would have earned by working during straight-time hours for the Company on that day and the daily jury duty fee paid by the court or agency (not including travel allowances or reimbursement of expenses), for the day on which they report for pre-jury duty examination, and for each day on which they report for or perform jury duty and on which they otherwise would have been scheduled to work for the Company.

Jury Duty pay will be afforded to employees on all shifts; it is understood that the day in which the employee must attend jury duty will constitute the day that jury duty pay will occur. Employees with an established shift starting time on or after 7:00 p.m. and on or before 4:45 a.m. (excluding scheduled overtime) will be excused from work on either their shift immediately preceding the jury service, or their shift immediately following the completion of the jury service, at the option of the employee. Such employee must notify their immediate supervisor of their election prior to being absent from work.

In order to receive payment, employees must give Management prior notice that they have been directed to report for pre-jury duty examination or have been summoned for jury duty and must furnish satisfactory evidence that they reported for such examination or reported for or performed jury duty on the days for which they claim such payment. The provisions of this Paragraph (218a) are not applicable to employees who, without being summoned, volunteer for jury duty.

Bereavement

(218b) When death occurs in an employee's immediate family as defined below, and the employee has seniority in any Roll-Royce Corporation plant, the employee, on request, will be excused for three (3) days or five (5) days in the case of the death of an employee's current spouse, parent or child (excluding 9/80 off Fridays, Saturdays, Sundays and holidays) within fourteen (14) calendar days following the date of death. The fourteen (14) calendar day provision may be extended over the Christmas Holiday Period to include the first three (3) scheduled working days after the holiday period. The immediate family for purposes of this Paragraph (218b) is defined as including the employee's:

Three Days	Five Days
Stepparent	Current Spouse
Grandparent	Parent
Great Grandparent	Child
Grandchild	
Stepchild	
Brother	
Stepbrother	
Half-brother	
Sister	
Stepsister	
Half-Sister	
Current Spouse Parent	
Current Spouse Stepparent	
Current Spouse Grandparent	
Current Spouse Great Grandparent	
Current Brother-in-Law	
Current Sister-in-Law	
Current Son-in-Law	
Current Daughter-in-Law	

In the event a member of the employee's immediate family as above defined dies while in the active services of the Armed Forces of the United States, the employee may, should the funeral be delayed, have the excused absence from work delayed until the period of three normally scheduled working days or five (5) normally scheduled working days in the case of the death of an employee's current spouse, parent or child which includes the date of the funeral. In the event the body of a member of the employee's immediate family as above defined is not buried in continental North America solely because the cause of death has physically destroyed the body or the body is donated to an accredited North American hospital or medical center for research purposes, the requirement that the employee attend the funeral will be waived. In the case of an employee who is granted a leave of absence due to the illness of an immediate family member, as above defined, and such family member dies within the first seven (7) calendar days of the leave, the requirement that the employee otherwise be scheduled to work will be waived.

Employees excused from work under this Paragraph (218b) shall, after making written application, receive the amount of wages they would have earned by working during straight time hours on such scheduled days of work

for which they are excused (excluding Saturdays, Sundays and holidays, or in the case of employees working in necessary continuous seven-day operations, the sixth and seventh work days of the employee's scheduled working week and holidays).

Request for bereavement pay will be processed weekly with pay provided within two pay periods.

The Company has the right to request document verification of loss for any bereavement leave. Reasonable documentation includes death certificates, published obituaries or other acceptable means.

(219) With respect to any matter that is to be negotiated locally the Company will fully inform the Union and the Union will fully inform the Company, as to the limits, if any, set by higher authority upon the scope of the local negotiations.

Agreement Administration

(220) No provisions of any local agreements between local Plant Management and the Shop Committee therein shall supersede or conflict with any provisions of this Agreement.

(221) No local agreement containing a termination clause shall be terminated except in accordance with such termination clause and then only if notice of termination is counter signed by the Director of the servicing department of the International Union or the Vice President of Human Resources of the Company, as the case may be.

(222) No provision of this Agreement shall be retroactive prior to the date hereof unless otherwise specifically stated herein.

Term of Agreement

(223) This Agreement shall continue in full force and effect without change until 11:59 P.M. (Indianapolis Time), February 26, 2025. If either party desires to terminate this Agreement, it shall 60 days prior to February 26, 2025, give written notice of the termination. If neither party shall give notice to terminate this Agreement as provided above, or to modify this Agreement as hereinafter provided, the Agreement shall continue in full force and effect from year to year after February 26, 2025, subject to termination by either party on sixty (60) days' written notice prior to February 25, of any subsequent year.

If either party desires to modify or change this Agreement it shall, sixty (60) days prior to February 26, 2025, or any subsequent February 26 date, give written notice to such effect. Within ten days after receipt of said notice, a conference will be arranged to negotiate the proposals in which case this Agreement shall continue in full force and effect until terminated as provided hereinafter.

If notice of intention to modify or change has been given in accordance with the above provisions, this Agreement may be terminated by either party on thirty (30) days' written notice of termination given on or after next January 27, 2025 following said notice of intention to modify or change.

PENSION PLAN/OTHER BENEFITS PLANS – SUPPLEMENTS

(224) The parties have provided for a Pension Plan and other Benefit Plans, by Supplemental Agreements signed by the parties simultaneously with the execution of this Agreement, which Supplemental Agreements are attached hereto and made part of this Agreement as if set out in full herein, subject to all provisions of this Agreement. No matter respecting the provisions of the Pension Plan, Life and Disability Benefits Program, Health Care Program, Bonus Plan or Personal Savings Plan. Section shall be subject to the grievance procedure established in this Agreement, except as expressly provided in Paragraph (46) of this Agreement.

WAIVER

(225) The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Company and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

Partial Invalidity of Agreement

(226) Partial Invalidity of Agreement – Should the parties agree hereafter that applicable law renders invalid or unenforceable any of the provisions of this Agreement, including all agreements, memoranda of understanding, or letters supplemental, amendatory, or related thereto, the parties may agree upon a replacement for the affected provision(s). Such replacement provision(s) shall become effective immediately upon agreement of the parties, without the need for further ratification by the Union membership and shall remain in effect for the duration of this Agreement.

Separability

(227) Separability – In the event that any of the provisions of this Agreement, including all agreements, memoranda of understanding, or letters supplemental, amendatory, or related thereto, shall be or become legally invalid or unenforceable, such invalidity or unenforceability shall not affect the remaining provisions thereof.

In witness whereof, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives the day and the year first above written.

International Union	Rolls-Royce Corporation
Shawn Fain	Warren White
David Green	Carrie Elkins
Adam Stevenson	David Mair
Rickey Blair	Matthew Ketcham
Chris McTaggart	Justin Schwartz
Local UAW 933	Kevin M Johnson
John Snow	Mallory Terry
Matt Barton	
Jerry Erisman	
Bobby Jobe	
John Sandlin	

DOCUMENTS

**Doc. No. 1 MEMORANDUM OF UNDERSTANDING
HEALTH AND SAFETY**

The Company recognizes its obligation to provide a safe and healthful working environment for employees. We are committed to protecting the Health and Safety of each employee as the overriding priority of this Company. The implementation of actions to help our employees realize a healthy, injury-free environment is a leadership responsibility. The Union will cooperate in the Company’s maintaining and improving a safe and healthful working environment. The parties agree to use their best efforts jointly to achieve these objectives:

I. The Company agrees to:

- (a) Provide the necessary or required personal protective equipment, devices and clothing at no cost to employees.
- (b) Provide equipment for measuring noise, air contaminants, and air flow, including smoke tubes, which will be available for use by the representatives of the Local Joint Health and Safety Committee, established pursuant to Section III hereof. Industrial Hygiene monitoring equipment authorized by the National Joint Committee, or the Servicing Department of the International Union will be available as requested for use by the representatives of the Local Joint Health and Safety Committee.
- (c) Provide training for members of such Local Joint Health and Safety Committee and appropriate education and training in health and safety for all employees.
- (d) Disclose, to the co-chairs of the National Joint Committee or the Servicing Department of the International Union, the identity of chemicals or materials to which employees are exposed, including any information regarding remedies and antidotes for such chemicals. Information contained in each such disclosure shall remain the property of Rolls-Royce Corporation and will not be released without the expressed written permission of the Company.
- (e) Provide competent staff and medical facilities adequate to implement its obligation as outlined in (f) below.
- (f) Provide to employees who are exposed to potentially toxic agents or toxic materials, at no cost to them, those medical services, physical examinations and other appropriate tests including audiometric examinations and lung function tests at a frequency and extent necessary to determine whether the health of such employees is being adversely affected. Also, to provide the specific tests required for employees in jobs with special physical requirements.

Provide to each employee upon request a written report of the results of such examinations or tests which are related to occupational exposure. These results as well as those instances where it is determined that an employee has had a personal Exposure exceeding the permissible levels as set forth in 29CFR-1910.1000, Air Contaminants, will be reviewed with the employee by the plant Medical Department prior to their release.

Upon the employee's written request, copies of such information will be forwarded to the employee's personal physician. Problems regarding this procedure should be brought to the attention of Management.

- (g) In addition, in those instances where a breathing zone air sample is collected the employee will be notified of the results which will be entered on the employee's medical records.
- (h) Provide access, upon reasonable notice, to all Company plants and locations to International Union Health and Safety Representatives. Reports of any findings or surveys generated from such visits will be provided to the National Joint Committee.
- (i) Compile OSHA "Summary of Occupational Injuries and Illnesses" as it is now constituted, along with the total employee hours worked and incidence rate for each Plant for the comparable period. Such information will be provided to the National Joint Committee.
- (j) Direct Local Management and Local Joint Health and Safety Committee to provide prompt notification of fatalities, serious accidents or incidents including chemical spills, having the potential for serious injuries or illnesses to the National Joint Committee or the Servicing Department of the International Union. After making appropriate arrangements, a prompt investigation may be made in accordance with the "Special Review Board" procedure.

II. Promptly following ratification of this Agreement, a National Joint Committee on Health and Safety will be established, consisting of two (2) representatives of the International Union and two (2) representatives of the Company. This National Joint Committee (NJC) shall:

- (a) Meet semi-annually, or as otherwise mutually agreed upon. A summary listing of the items discussed at the meetings will be provided.
- (b) Review the Company's safety and health programs and make timely recommendations.
- (c) Review expenditures of Joint Health and Safety funds.
- (d) Review problems concerning serious or unusual situations affecting plant health and safety and make timely recommendations.
- (e) Review and analyze the health and safety data that the Company is now required to compile on OSHA "Summary of Occupational Injuries and Illnesses" and Form 200S as they are now constituted.
- (f) Receive and deal with matters referred to them by Local Joint Health and Safety Committee. Reports, studies, etc., may be submitted to the National Joint Committee or the Servicing Department of the International Union. The Local Joint Health and Safety Committee may request the National Joint Committee or the Servicing Department of the International Union to evaluate and/or interpret the reports, studies, etc. The National Joint Committee or the Servicing Department of the International Union will normally respond within thirty (30) days from receipt of such request.

III. A Local Joint Health and Safety Committee (LJC) will be established, consisting of the representatives appointed by the Company and the representative(s) appointed by the Director of the Union's Aerospace Department. The Union member(s) shall serve an indefinite term. The Union member(s) will receive, without personal cost, adequate and necessary training, to enable the effective performance of assigned functions. Local Joint Health and Safety Committee member on different shifts in accordance with Document 46 may attend mutually agreed upon meetings. The Parties will allow the alternates for such members to handle current health and safety issues arising during the absence caused by the regular member's attendance at such meetings.

In the event that a Local Union Health and Safety Representative is absent for one day or more, including attendance at Joint Conferences, such representative will be replaced by an employee who has been designated as the alternate by the International Union. As soon as practical following the effective date of this Agreement, the Aerospace Department of the International Union shall provide to the Company the names of the employees so designated.

The Local Joint Health and Safety Committee shall:

- (a) Meet at least once each month at a mutually agreeable time and place to review health and safety conditions within the plant and make such recommendations in this regard as they deem necessary or desirable. The Industrial Hygiene Technician will attend the regular monthly meeting. The Local Joint Health and Safety Committee will coordinate the activities of all appointed safety personnel at its plant (e.g., Industrial Hygiene Technicians, Ergonomic Technicians, etc.) Periodically the Local Health and Safety Committee will review the associated functions performed by International and local appointees (e.g., Industrial Hygiene Technicians, Ergonomic Technicians, etc.) to ensure effective utilization of human resources and eliminate duplication of assignments. Discussion should include concerns from all areas of health and safety brought to the attention of the Local Joint Health and Safety Committee.
- (b) Develop an appropriate training program to be established for Union members of the Local Joint Health and Safety Committee. Annual training programs agreed to by the National Joint Committee or the Servicing Department of the International Union will be provided to the Local Joint Health and Safety Committee so that they may perform their functions satisfactorily.
- (c) Develop guidelines for employee training and education. Review, recommend, approve and participate in local safety education and information programs.
- (d) Review and analyze federal, state or local standards or regulations which affect the health and safety programs within the Company.

- (e) Make a health and safety observation tour once each two weeks. Prior to such observation tours, a review may be made of OSHA Form 200 accident experience. Investigate promptly major accidents as defined by the National Joint Committee or any employee fatalities or serious accidents resulting from work related injuries. When such events occur during the 2nd or 3rd shift, the Management member of the Local Joint Health and Safety Committee will notify the Union member, inform the representative of the facts, and arrange upon request, for the representative to enter the plant and investigate such events.
- (f) Accompany Federal and State OSHA Governmental Health and Safety inspectors on compliance inspections. Accompany International Union Corporate or consultant Health and Safety professionals on regular surveys and those requested by the Union.

Rolls-Royce Corporation maintains an Industrial Hygiene staff to monitor plant environmental conditions that may adversely impact the health of its employees. Copies of any reports generated from such monitoring and/or surveys will be provided to the Local Joint Health and Safety Committee. Copies of reports will be forwarded to the co-chairs of the National Joint Committee or the Servicing Department of the International Union by the Local Joint Health and Safety Committee when appropriate. Reports and/or results of such surveys shall be for the use of the Local Joint Health and Safety Committee or the National Joint Committee or the Servicing Department of the International Union.

Information contained therein shall remain the property of Roll- Royce Corporation and will not be release without the expressed written permission of the Company.

The Union does not waive any rights provided by federal or state law by such accompaniment.

- (g) Review lost time accidents and other major accidents, as defined by the National Joint Committee or the Servicing Department of the International Union which occur in the workplace and do not result in lost time, and also review plant safety reports on such accidents and make any necessary or desirable recommendations.
- (h) Receive a copy of the plant's report on OSHA "Summary of Occupational Injuries and Illnesses" and the facility's total employee hours worked and the incidence rate for the comparable period.
- (i) Receive Incident Investigation forms (example, the GT-212 Accident Report) which would include an analysis to determine the root cause so that appropriate corrective actions can be developed.
- (j) Where necessary, measure noise, air contaminants, and air flow with equipment provided by the Company and observe the use of appropriate industrial hygiene and safety testing equipment as required when available in the plant. The Local Joint Health and Safety Committee may take or be provided copies of photographs taken which relate to health and safety matters in the plant and forward them to the co-chairs of the National Joint Committee or the Servicing Department of the International Union, if appropriate. Such photographs (including video tapes, etc.) shall be for the confidential use of the Local Joint Health and Safety Committee, the National Joint Committee or the Servicing Department of the International Union only and shall not be reproduced, published and distributed in any way without the expressed written consent of Roll-Royce Corporation.
- (k) Be advised of breathing zone air sample results and known physical agents or chemicals to which employees are exposed and protective measures and applicable emergency procedures. In addition, whenever it is determined that an employee has had a personal exposure exceeding the permissible level as set forth in 29CFR-1910.1000, Air Contaminants, and the Local Joint Health and Safety Committee shall be informed in writing of such exposure and the corrective action to be taken.
- (l) A management and a union member of the Local Joint Health and Safety Committee will serve as members of the Plant Hazardous Materials Control Committee.

- (m) When either member of the Local Joint Health and Safety Committee has a reasonable basis for concluding that a condition involving imminent danger exists, relevant information shall be immediately communicated to the co-committee members so that joint investigation can be carried out immediately and necessary or desirable recommendations made. Upon joint recommendation, the machine or operation will be taken out of service to perform any and all corrective action.

IV. Complaint Procedure

- (a) Each District Committeeperson shall conduct a safety observation tour of his or her district one weekday each week for the purpose of examining health and safety conditions. The Committeeperson may call for the union representative of the Local Joint Health and Safety Committee to take measurements of noise, air flow and chemical exposure utilizing equipment authorized by the National Joint Committee or the Servicing Department of the International Union where appropriate training has been completed. The District Committeeperson will discuss with the supervisor and, failing successful resolution, with higher supervision, any problems which the Committeeperson feels require correction. Every reasonable effort shall be made to settle the complaint at this point through discussion. If the problem remains unresolved, the Committeeperson may complete a "Health and Safety Complaint Form" in writing, in quadruplicate, which will include a statement of all the facts of the complaint.
- (b) Complaints by employees concerning health and safety issues may be taken up in accordance with Paragraph (29) of the Rolls-Royce Corporation-UAW Agreement with the understanding, however, that the Committeeperson, if called, will discuss the matter with the supervisor and, failing resolution, with higher supervision. If the matter is still not resolved, the Committeeperson may complete a "Health and Safety Complaint Form," as described in (a) above.
- (c) The member of higher supervision will give Management's answer promptly in writing on the "Complaint Form". The Committeeperson will give to higher supervision two (2) copies of the "Complaint Form" and transmit one (1) copy to the Union Representative of the Local Joint Health and Safety Committee.
- (d) The Local Joint Health and Safety Committee will within two (2) working days visit the area where the complaint arose and observe the conditions complained of. Within a maximum of three (3) working days from the day of their visit, the Local Joint Health and Safety Committee will answer the complaint in writing. A unanimous decision by the Local Joint Health and Safety Committee will settle the issue. Failing such unanimous decision, the complaint will be discussed at a special conference attended by the Union and Management members of the Local Committee, the Chairperson of the Shop Committee or the Chairperson's designated representative, and another member of Management. If the parties are unable to resolve the complaint in the special conference, the complaint will be answered by Local Management within five (5) working days. Thereafter, Paragraph (37) of the Rolls-Royce Corporation-UAW Agreement will be applicable. Thereafter, the regular Grievance Procedure of the Rolls-Royce Corporation-UAW Agreement will be applicable.
- (e) Health and safety complaints affecting substantial groups of employees may be initiated by the Health and Safety Representative. To do so, the representative shall submit a completed "Health and Safety Complaint Form" to the Chairperson of the Shop Committee. Should the Chairperson of the Shop Committee, upon investigation of the complaint, determine that the complaint has merit, the Chairperson shall sign the form and present it to Management in a special conference as outlined in IV (d) above within five (5) working days.

V. Nothing herein shall be construed to restrict any employee's rights under Section 502 of the Labor-Management Relations Act, 1947, as amended.

VI. No provision herein will restrict the right of the Chairperson of the Shop Committee, Zone Committeepersons or District Committeepersons to perform their functions under the terms of the National Agreement and locally negotiated agreements.

A Health and Safety Representative, who is appointed by the International Union, shall have only the duties and functions as set forth in this Memorandum and attachments dealing with Health and Safety. Such representative

shall be subject to the provisions of the following paragraphs of the Rolls-Royce Corporation-UAW Agreement: Paragraphs (17), (19), (20), (21a), (21b), (22), (22a), (22d), (23), (23a), (24), and (27). Although it is recognized that they are not Zone Committeepersons, during regular hours the Health and Safety Representatives shall be paid and shall be scheduled to report at the plant for Health and Safety representation purposes in the same manner as a Zone Committeeperson, with a designated Health and Safety representation area on the Representative's shift as the zone. During other than regular hours, the representative will be scheduled to report for Health and Safety representation purposes as follows:

- (a) During overtime, part-time or temporary layoffs, or inventory when three hundred (300) or more or fifty percent (50%) or more of the people on the representative's shift in the representative's Health and Safety representation area are scheduled to work. In addition, when new equipment and/or processes are being installed or tried out and one hundred (100) or more of the people on the representative's shift in the representative's Health and Safety representation area are scheduled to work.
- (b) During shutdown for model change, or for plant rearrangement when one hundred (100) or more of the people on the representative's shift in the representative's Health and Safety representation area are working on model change or plant rearrangement work.
- (c) During overtime hours, when less than three hundred (300) or less than fifty percent (50%) of the people on the representation area are scheduled to work, they will not function pursuant to this Memorandum of Understanding, but the representative will be considered for work in the representative's equalization group in accordance with Paragraph 71 of the National Agreement.

Finally, nothing in this Memorandum of Understanding, the attachment hereto, various policy letters on health and safety, or the joint health and safety training materials is intended nor should it be taken to impose upon the International Union, Local Unions, Union Health and Safety Committee, Union Officials, employees or agents, a legal or financial liability for either the Committee, Union Officials, employees or agents, a legal or financial liability for either the health and safety of Rolls-Royce Corporation employees or for work connected injuries, disabilities, diseases or related losses incurred by employees of Rolls-Royce Corporation or its subsidiaries or by third parties while on the property of Rolls-Royce Corporation or its subsidiaries.

ATTACHMENT "A" TO THE MEMORANDUM OF UNDERSTANDING HEALTH AND SAFETY

Rolls-Royce Corporation recognizes that employees are its most important asset. The health and safety of employees is vital for the effective and efficient operation of the Company.

In recognition of that principle, the parties agreed to the "Memorandum of Understanding on Health and Safety" during 2000 Negotiations. The Memorandum provides an excellent framework for the joint efforts in health and safety within Rolls-Royce Corporation. The Local Joint Health and Safety Committee provided for in the Memorandum of Understanding is effective at resolving most health and safety concerns within Rolls-Royce Corporation plants. The Company and UAW have worked jointly in an innovative manner to identify and correct potential hazards.

The UAW and Rolls-Royce Corporation have entered into the following Memorandum of Understanding which embodies the spirit of the concern shared by the UAW and Rolls-Royce Corporation for the health and safety of employees. The parties have recommitted to jointly work toward a safer workplace through the joint involvement of all employees.

The Company shall continue to recognize its obligation to provide a safe and healthful working environment for employees during working hours. The Union will cooperate with the Company's efforts to fulfill its obligations. To implement and coordinate these principles, a National Joint Health and Safety Committee and a Local Joint Health and Safety Committee have been formed, trained and empowered to function dealing with a broad range of the subject matter. Included in this Attachment "A" to the Memorandum of Understanding is a Review Board process designed to enhance Health and Safety awareness and compliance across Rolls-Royce Corporation, review health and safety performance and monitor the implementation of its health and safety programs. The

parties continue to recognize their roles and responsibilities, for assuring that all Rolls-Royce Corporation employees have safe and healthy work environments. The function of the National Local Joint Health and Safety Committees should be technically constructive and problem resolution oriented.

In keeping with the purpose and intent of this Memorandum of Understanding and other related health and safety documents contained herein, the Union reaffirmed its commitment to communicate to its members the need to utilize the internal processes available to resolve health and safety matters.

The parties recognize that a joint commitment must be directed toward achieving a safe and healthy workplace. Therefore, it shall be the responsibility of the National Joint Committee or the Servicing Department of the International Union, as the mechanism, to guide in an appropriate direction.

The parties have resolved the health and safety issues raised during these negotiations as follows:

FUNDING: HEALTH AND SAFETY ACTIVITIES

The Executive Review Board – Joint Activities will direct and support the joint health and safety activities of the Company. These shall include health and safety training for skilled and production/support employees, and expenses associated with the purchase and installation of equipment to improve communication of health and safety information between the Company and the International Union. To assure adequate funding for these activities, the Company will make available funding at four cents (4) per hour worked. These funds will be accumulated by and coordinated administratively on behalf of the Executive Review Board by the Key 4. In the event this Fund is depleted, subsequent funding for future reoccurring expenses, if approved, will be made available through Plant training funds.

CORRECTIVE COUNSELING

Rolls-Royce Corporation recognizes the responsibility of management to provide appropriate training, Leadership, counseling and corrective action as necessary to eliminate unsafe practices or conditions from the workplace. Management and the Local Joint Health and Safety Committee (LJC) shall provide appropriate technical resources, safe practice instructions, support training and counseling. Unsafe practices or conditions that are observed normally require prompt action. Management, so notified and/or observing such unsafe practices or conditions should take appropriate action promptly and document such action. The LJC will assist in counseling employees regarding audiometric testing, blood lead, pulmonary function testing, etc. Action taken to improve safety performance of employees should be documented and copies retained by the LJC on a permanent basis.

SPECIAL REVIEW BOARD

The parties are committed to preventing fatalities and serious injuries. In the event of such an incident, a Special Safety and Health Review Board will be convened at such time as appropriate upon the request of the National Joint Health and Safety Committee (NJC). The Special Review Board will consist of members of the NJC, UAW Servicing Representatives, the Local Chairperson and the Plant Manager. The LJC, and/or other officials or resources, as deemed appropriate by the NJC, may be invited to attend as observers. The Special Review Board will meet at a site designated by the NJC. The LJC will provide technical support for the special Review Board's efforts. The Special Review Board will normally convene one week after notification by the NJC and issue its recommendations within two weeks after concluding its review.

The purpose of the Special Review Board will be to recommend improvements in Safety and Health practices. The primary tool to accomplish this objective will be a complete safety hazard analysis of the job or operation at issue. This analysis will be conducted by a joint team designated by the NJC. An action plan will be developed by the Special Review Board. Senior Operating Management will access the implementation and progress of the action plan after an appropriate lapse of time as established by the Special Review Board.

VIDEO FILMING AND REPORTS

A video camera will be provided for use by the LJC. The operation or job site may be videotaped, without comment, for informational purposes. This equipment will be operated under the direction of the LJC. Any video tape made of a job or operation will not be copied or released except under the direction of the Special Review Board. A confidential copy edited to remove proprietary, and/or other restricted information will be provided to the Aerospace Department of the International Union upon request.

FINAL REPORT

A videotaped report may be prepared at the request of the Special Review Board. The purpose of the report is to convey factual information and recommendations. The presiding Operating Manager on the Special Review Board will be responsible for arranging to have the interim written and/or video report presented to the next scheduled NJC meeting. All such information, video tapes, etc., shall remain the property of Rolls-Royce Corporation and will not be released without Rolls-Royce Corporation's expressed written permission.

JOINT RESEARCH AND OCCUPATIONAL HEALTH

The National Joint Health and Safety Committee will be responsible for evaluating the need for occupational health research based on its need, practicability and recognized benefits. The results of research conducted within Rolls-Royce Corporation facilities will only be used for purposes specifically authorized by the National Joint Committee or the Servicing Department of the International Union.

During the term of the 2015 Roll-Royce Corporation-UAW Agreement, the NJC will, as necessary, institute, review and revise operating procedures and guidelines for research programs and enhance communication pertaining to sponsored research. Included in the guidelines will be core criteria to access proposed research in terms of its potential impact on worker health and safety, the established need for such study, its practicability, as well as the recognized benefits and probability of success. Where warranted, and based on confirmed results of sponsored studies, the NJC will devise an action plan and make appropriate recommendations for implementation. The NJC will monitor research conducted at other UAW-represented facilities in an effort to use applicable findings to reduce exposure levels of any hazardous sub-stance.

ERGONOMICS

Rolls-Royce Corporation and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America recognize that cumulative-trauma disorders (hereafter "CTDs") are an occupational illness. The parties also recognize that the control of CTDs is a complex issue often requiring the application of a number of different control methods and technologies that may differ from operation to operation. These include ergonomically appropriate designs, which includes feasible engineering and administrative controls that materially reduce or eliminate job-related CTD stressors, employee and supervisory training and education, early recognition of the problem, early and proper medical diagnosis, treatment and care.

Rolls-Royce Corporation will continue to administer an Ergonomics Program for all UAW- represented employees utilizing guidelines established between The Company and the International Union, UAW. Rolls-Royce Corporation recognizes the accomplishments of the joint ergonomics process and realizes the need to improve the process to further reduce work-related CTD's. The Company is committed to progressively pursue improving and enhancing the current process with the UAW. The purpose of the program is to deal cooperatively and constructively with the problem of CTDs in the workplace.

The Local Joint Health and Safety Committee (LJC) will assume responsibility for supervising and supporting the ergonomics program. The parties will establish a Joint Ergonomics Technician Team. The LJC will identify the resources who will be trained to perform the responsibilities of the Joint Ergonomics Technician Team, as needed, to administer the Ergonomics Program, based on the following formula:

# of UAW-Represented Employees	Full-Time Ergonomics Technicians
750-1999	1
2000 or more	2

If the level of ergonomic activity does not sustain the number of Joint Ergonomic Technicians assigned, the LJC can petition the NJC for a variance, In addition, the LJC can request additional interim resources if the ergonomic needs exceed the level the Joint Ergonomics Technician Team can be reasonably expected to accomplish in a timely manner. The LJC may refer unresolved issues or concerns to the NJC.

The NJC will establish selection criteria for the Joint Ergonomics Technicians. The UAW Technicians will be selected from the local work force and appointed to the position by the Aerospace Department of the International Union within three months of ratification of this Agreement. The responsibilities of the Joint Ergonomics Technician Team will include, but not be limited to, the following:

- Conducting job analysis
- Providing recommendations for corrective action
- Monitoring the implementation of job improvements
- Conducting review and follow up
- Reporting monthly to the Local Health and Safety Committee

The Joint Ergonomics Technician Team will coordinate their efforts through the LJC and resources from appropriate departments, e.g. Medical, Engineering, Skilled Trades, and Production, will be made available to support the Joint Ergonomics Technician Team. The Joint Ergonomics Technicians Team will report monthly at each LJC meeting and keep minutes specific to ergonomics. Quarterly reports will be provided to the LJC. The status of the ergonomics process will be reviewed at the NJC meeting. Discussions concerning significant problems or roadblocks will take place at these meetings.

The parties agreed to use a jointly developed process for the use of outside consultants in situations where in-house efforts concerning reduction of job-related CTDs are not successful. The consultant’s reports will be made available to both the Joint Ergonomics Technician Team and the co-chairs of the NJC.

Based on the results of the job analysis program, the Company shall implement feasible measures to control CTD risk factors. A good-faith effort will be made to accomplish correction of identified CTD hazards at a particular job or workstation within six (6) months to make the proper correction, and the reasons need to be documented. The corrective action will include any combination of the following:

- Engineering controls such as design, selection, location and orientation of tools, parts and equipment.
- Administrative controls (e.g., job enlargement, job rotation, and appropriate job assignment) to be used in the following manner:
- As interim abatement measures pending engineering changes.
- When engineering changes are determined to be insufficient to significantly reduce the CTD stressors, and
- In those instances when an administrative control is the most effective fix among the possible choices for corrective actions.

The LJC will monitor the corrective actions being implemented and any unresolved issues or concerns can be referred to the NJC.

The Company will inform and instruct affected employees on the controls implemented at their workstations and how they are to be used.

The Company will maintain documentation of modification activity, including, the job or workstation identified for modification, number of employees affected, the nature of modification, the projected completion date, the actual completion date and, where available, the cost of the modification when completed.

The Company will include “ergonomics” in their planning process and this information will be available to the Joint Ergonomics Technician Team.

For the purpose of job analysis, ergonomic consideration will be given to jobs identified through the use of OSHA Injury and Illness records, medically confirmed symptoms questionnaires, Worker Compensation reports, and work-related sickness and accident data. Based upon the above data, a list of jobs requiring analysis will be maintained. The job analysis will be conducted using a jointly developed Risk Factor Checklist, as a first level screening tool. The parties agree to develop objective and scientific methods to analyze the results of a Risk Factor Checklist completed on a job. A good-faith effort will be made to conduct the initial job analysis within two (2) months of when a job is identified as having a potential CTD risk factor. Job analysis and redesign will include input from employees whose jobs are affected. The original Risk Factor Checklist will be used, along with a Symptoms Questionnaire to re-evaluate the controls that were implemented to confirm their effectiveness.

The joint parties will provide appropriate training for the Joint Ergonomics Technician Team as well as other resources necessary for conducting the ergonomics process. This training may include Practical Ergonomic Training (PET), with the understanding that any person receiving PET may conduct a first level job analysis using the Risk Factor Checklist.

The UAW-Rolls-Royce Corporation Ergonomics Awareness Education and Training Program will continue to be provided for newly hired employees as well as employees returning to work from an extended leave, who have not received awareness education and training previously. All newly hired and transferred employees will be informed on the proper use of the tools and equipment required to be used in the performance of their assigned duties.

The Company shall annually review with employees the application of ergonomic principles to the prevention of CTDs on their jobs during regular safety talks.

The parties agree to continue to maintain a Medical Management Program for the early detection, evaluation, and treatment of CTDs at all UAW-Rolls-Royce Corporation facilities. The Medical Management Program will provide for common medical practice guidelines for patient evaluation and treatment, follow-up, workplace walk-through, and restricted work placement.

The Company agrees to continue implementation of a CTD Education and Training Program for medical physicians (including contract personnel) that render medical services related to CTDs. The introduction in this training includes the effect of poor job design, identifying problem jobs, and potential solutions based on ergonomic stressors. This training also includes medical instruction and early recognition, evaluation, treatment, and prevention of CTDs. All medical personnel (including contract personnel) will receive CTD education and training prior to rendering medical services related to CTDs. The Company Medical Director will ensure that appropriate CTD training has been provided.

Employees will be encouraged by the Medical Department staff, departmental supervision, and Joint Ergonomics Technician Teams to report early signs and symptoms of CTDs to the Company’s Medical Department. Symptoms Questionnaires will be conducted annually by the Medical Department, to look for early signs and symptoms of CTDs. An employee with a possible CTD, as indicated in the questionnaire, will be scheduled to report to the Medical Department. A brief non-invasive examination for the evaluation of the possible CTD will be performed by a physician or nurse. In instances where it has been determined that early signs and symptoms of CTDs are confirmed, the completed Symptoms Questionnaire and pertinent information from the medical evaluation will be referred to the Joint Ergonomics Technician Team.

Rolls-Royce Corporation will audit a random sample of medical records, Worker Compensation reports, and work-related sickness and accident data to verify the OSHA 200 log is correct.

The Company Medical Director is responsible for the quality, implementation, and compliance by the Medical Department with the Medical Management Program, as it applies to ergonomics. This program will be reviewed periodically for continuous improvement and elimination of unnecessary complexity.

The parties will continue to support this structure and process. New jobs requiring analysis will continue to be identified based on a review of OSHA Injury and Illness, Worker Compensation reports, and work-related sickness and accident data. The Company will continue to complete an analysis of the jobs on record plus any new jobs as previously defined.

The NJC will continue to monitor this process and consider changes for continuous improvement.

HEALTH AND SAFETY TRAINING

The Local Joint Committee (LJC) will be responsible for identifying employee job-related health and safety education and training needs which are mandated by the government or would be applicable across UAW-Rolls-Royce Corporation sites.

A training needs analysis will be conducted to identify health and safety training needs. Based on this analysis, a comprehensive training plan will be developed, and the necessary resources will be identified to provide such training. The Plan will specify target audiences, recommendations for completion dates, class size, and methods of delivery. The Plan will be reviewed by the NJC, to ensure consistency with requirements. The LJC shall be responsible for monitoring the progress of their training plan.

The UAW-GM Health and Safety Center may continue to provide training resources for use by Rolls-Royce Corporation. The LJC will direct and over-see the development and administration of required training courses for use at Rolls-Royce Corporation. Alternatively, the LJC may approve the use of other commercially developed courses. The LJC will establish the appropriate selection criteria for plant health and safety trainers. Trainers selected will receive necessary instruction in conducting the specific training. Hourly plant trainers will be selected by the Local Union.

Required Health and Safety training will be introduced to plants by top Union Leadership and Company Management.

LOCKOUT POLICY

During the current negotiations the UAW and Rolls-Royce Corporation discussed their mutual concern regarding fatalities and serious injuries to employees, including operators performing repair, service and maintenance activities on machinery and equipment. The parties agreed that, to be effective, the Lockout Energy Control program must be universally implemented and enforced throughout the Company. The parties reaffirmed that the elimination of the potential for injury from hazardous energy is critical to worker safety.

It is the policy of Roll-Royce Corporation and endorsed by the UAW that:

- Lockout is required where employees may be exposed to hazardous energy which could cause injury. Exposure means that the employee is in a position to be injured by released energy.
- Where an employee is exposed to potential injury from expected machine energy/motion, the exposure must be eliminated. If the exposure cannot be eliminated, the machine will be locked out.

The Company will maintain an effective Lockout – Energy Control program which will apply to all employees based on jointly developed implementation guidelines.

MONITORED POWER SYSTEMS

The UAW and Rolls-Royce Corporation recognize the importance of designing processes and equipment with effective health and safety controls. Therefore, during these discussions, the parties agreed to evaluate the results of pilots conducted in UAW-represented facilities to determine whether “Monitored Power Systems” could be integrated into the existing Lockout/Energy Control procedures. The Fundamental process to be followed

starts with performing an initial risk assessment on any process where "Monitored Power Systems" may be appropriately used.

The use of these systems will be integrated into the existing Lockout/ Energy Control procedures, when appropriate, to further reduce and eliminate the risk of exposure to employees. However, it is understood by the parties that Lockout must still be performed whenever the exposure cannot be controlled or eliminated as determined by the risk assessment.

UAW-ROLLS-ROYCE CORPORATION HEALTH PROMOTION

The UAW and Rolls-Royce Corporation will develop a health promotion program which will be made available for use by all UAW- represented employees. The program, to be supported by joint funds to the extent agreed upon by the Executive Review Board for Joint Activities, is designed to focus on leading factors such as hypertension (high blood pressure), high levels of fat (cholesterol) in the blood, overweight, cessation of tobacco smoking, prevention of the spread of AIDS, and certain other factors, which place employees at high risk of disease. Among other tools developed to accomplish this is a health assessment questionnaire to be completed by participating employees.

Consideration for the inclusion of additional diagnostics such as lung function and/or glucose tolerance will be determined by the NJC. The NJC will monitor the program and its usage and make necessary adjustments to encourage participation.

FITNESS CENTERS

The Parties recognize that Rolls-Royce Corporation and the UAW have developed a fitness center needs analysis for use by UAW represented facilities in determining the desirability of such a center at their location. In addition, guidelines for fitness center operation have been developed and will be made available to UAW-represented facilities that operate or are desirous of operating such centers. Should Rolls-Royce Corporation be desirous of operating such a center, a needs analysis and plan will be submitted to National Joint Committee or the Servicing Department of the International Union for review to assure it is consistent with the above-referenced guidelines. Local Joint Health and Safety Funds may be used to establish this activity, subject to approval by the National Joint Committee or the Servicing Department of the International Union.

REFUSAL OF HAZARDOUS WORK

A worker who has a reasonable belief that their work assignment may result in serious physical injury, including illness, should immediately notify supervision. Failing resolution, the issue may be discussed with the District Committeeperson.

Should technical consultation be necessary, the LJC will be notified to respond. In line with the Memorandum of Understanding on Health and Safety, upon joint recommendation, the machine or operation will be taken out of service to perform any and all corrective action.

Failing resolution of the matter, it may be taken up in accordance with the Memorandum of Understanding on Health and Safety, Section IV, Complaint Procedure.

IMPROVEMENT OF MEDICAL AND INDUSTRIAL HYGIENE SERVICES

The Company reserves the right to select and hire appropriate consultants for health and safety services. The Union will be informed in advance and be provided an account based on specific legitimate requests regarding qualifications of the consultant(s) engaged by the Company to provide services. The Union may recommend consultants for Management's consideration. Included in such recommendation should be an account of the qualifications of the consultants recommended by the Union.

The LJC will be informed regarding the engagement of consultants to provide industrial hygiene and safety services. Qualifications of such consultants will be provided upon request. Reports prepared by such consultants will be provided to the LJC, who will provide a copy to the Industrial Hygiene Technician and the co-chairs of the NJC. Management in conjunction with the LJC will assess the need and where required, the Company will develop and implement an air sampling plan. Such a plan will be reviewed and implemented on an appropriately scheduled basis. Guidance in the preparation of such plan will be provided by the NJC. Based upon the air sampling plan, an hourly employee selected by the Servicing Department of the International Union, working under the technical supervision of an Rolls-Royce Corporation Industrial Hygienist, may assist in the collection of air samples. Job function and key elements of the Industrial Hygienist, Technician will be established by the LJC and the appointee will demonstrate competency by successfully completing required training determined by the LJC. Reports of industrial hygiene and noise measurement surveys will be provided to the LJC who will provide it to the co-chairs of the NJC, when appropriate.

ENVIRONMENTAL CONTROL

Environmental information and reports, which are required to be reported to various governmental regulatory agencies, will be made available to the LJC on a regular basis. This information may include, for example, the local Toxic Release Inventory compiled to comply with the Superfund Amendments and Authorization Act, copies of environmental permits and compliance monitoring data. The Company will notify the LJC of significant environmental remediation projects, and spills or releases that are subject to government reporting requirements. The LJC will forward such information to the co-chairs of the NJC, when appropriate.

PERIODIC JOINT AUDITS OF PLANTS

The UAW and Rolls-Royce Corporation agree that a formal system of performance review is an effective means of obtaining and re-enforcing compliance with established Health and Safety Requirements. The parties, therefore, agree that the NJC will ensure that audits are conducted to evaluate each facility's health and safety performance. The purpose of the audits is to review the effectiveness of health and safety activities reaching the operations level and being implemented across the workplace. The parties also agree to develop methods to assure the process is consistently applied and delivers measurable results. Additionally, the parties agree to develop a method to address repeat audit findings for identically deficient conditions found on consecutive audits.

A plant visit itinerary will be established by the NJC which will be scheduled through appropriate channels. The team will meet with the Plant Manager, Shop Committee Chairperson and the LJC before beginning the performance review and have a closing conference upon completion of the on-site review. The finalized report will be prepared and sent to the LJC within thirty (30) days of the review. Following the finalized report, the LJC will review the findings with the Key 4, and will reply, addressing issues contained in the report. All such review information shall remain the confidential property of Rolls-Royce Corporation and will not be released without the expressed written permission of Rolls-Royce Corporation.

The parties agree that through the joint audit process, they will verify that all facilities have an effective emergency notification system and that it is periodically tested to achieve the best possible response time for the emergency involved.

NEW TECHNOLOGY/SPECIFICATIONS

Rolls-Royce Corporation and the UAW recognize the advantages of designing processes and equipment with effective health and safety controls. The parties will establish a joint team, under the direction of the LJC, to address health and safety concerns early in the development process. The main objective to this "Design-In" effort is to develop design specifications for application across the Company, in the manufacturing processes, that incorporate health and safety program requirements. The joint team will serve as a technical resource to work with the engineering group to assure that UAW-Rolls-Royce Corporation health and safety program requirements are incorporated into the common design specifications.

In an effort to promote improved communications regarding such matters, as early as possible and preferably in the zero phase of the planning process, a review of anticipated equipment and/or processes with the Shop Committee and the LJC will be held. The Union will have an opportunity to discuss health and safety concerns with Management and make recommendations designed to improve the equipment and/ or process, consistent with the design specifications where they have been established by the "Design-In" activity. The LJC may be required to travel to vendors, plants or other locations to review such equipment and/or process.

Machinery, equipment or processes will not be released for production without the written approval of the Plant Safety Administrator. Where required, lockout placards will be posted for all applicable energy sources. The parties have committed themselves to continue the implementation of the UAW-Rolls-Royce Corporation Lockout Placard Guidelines. These placards will continue to be reviewed during a joint audit and should be reviewed during safety observation tours.

The LJC will consult with operators, skilled trades, engineers, supervisors or related personnel to ensure that required safeguards provide effective protection and do not interfere with their ability to perform their assigned tasks.

The NJC will oversee development of communications material regarding the "Design In" safety activity for the LJC. This material may include informational material, guidelines, standards checklists, or any other appropriate material to clearly communicate the design specifications.

The parties will continue their efforts to integrate health and safety in the 4-Phase Process and pursue the establishment of a Quality Network strategy to accomplish such integration.

CONTROL OF CHEMICAL EXPOSURES

The Parties recognize that future studies may be conducted by the Occupational Health Advisory Board (OHAB) focused on establishing exposure guidelines and controls for the use of machining fluids. As OHAB issues findings from the studies, the LJC will, to the extent possible, devise an action plan and make appropriate recommendations regarding machinery fluid exposures. Such action plan may include medical surveillance for respiratory effects of machining fluids for employees who regularly work in operations with machining fluids, including a standardized respiratory symptoms questionnaire and pulmonary function test.

The LJC will review process exhaust ventilation systems where air is recirculated. Such review will be in accordance with guidelines established by the NJC. Air testing will be performed when requested by the LJC. To the extent feasible, these tests will be incorporated in the previously described air sampling plan. Recirculation will not be permitted where employee health and safety cannot be assured.

Records of laboratory testing and coolant additions will be maintained and made available to the LJC upon request.

The National Joint Committee or the Servicing Department of the International Union will implement a represented employees' mortality registry to provide agreed upon information upon approval of necessary funding by the Executive Board – Joint Activities.

NOISE ABATEMENT PROGRAM

The Company will review with the Local Joint Health and Safety Committee and the Shop Committee insufficient detail the noise abatement programs currently in effect and those it is planning to undertake.

Management will supply this information in writing with the understanding that the Union will have ample opportunity to discuss the noise abatement program with management and make recommendations designed to improve upon it. The information will include the following:

- Copies of the plant's noise abatement program.
- Summary of audiometric tests.

- The number of employees that experienced standard threshold shift.
- The number of employees that are required to wear hearing protection.

PLANNED MAINTENANCE

The National Joint Committee or the Servicing Department of the International Union will jointly identify health and safety requirements to be integrated into the Quality Network “Planned Maintenance Action Strategy.” These requirements will include both those that are regulated by government agencies and those established in UAW-Rolls-Royce Corporation programs. The Local Joint Health and Safety Committee will also review the “Planned Maintenance Action Strategy” to assure all regulations and/or practices currently in effect are included.

WORKING ALONE

The parties have discussed the Company’s policy regarding the assignment of employees to tasks in isolated locations or confined entry spaces. The Company explained that when work assignments involve situations hazardous to an employee, appropriate precautions will be taken in accordance with safe work practices, including air sampling and ventilation, when necessary, communications systems, personal surveillance arrangements and, as required, adequate support personnel. When an employee brings to Management’s attention a situation where they are reasonably concerned that their safety is jeopardized because they are working alone, Management will provide a copy of an applicable written Safe Operating Practice to the employee detailing precautions to take to perform the task safely and within 24 hours make a written request to the LJC for the development of a Safe Operating Practice. Safe Operating Practices will be developed by the LJC within 5 working days.

NO HANDS IN DIES POLICY

The Company policy has been and continues to be “No Hands in Dies”.

Implementation of “No Hands in Dies” in the plant requires provision for expendable hand feeding tools, slide feeds, sliding bolsters, automatic or semi-automatic operation, die cutouts or other means and procedures where-by the operators are not required to place their hands into the point of operation. In addition, well-disciplined procedures for use of die blocks and safety lockouts for maintenance and setup personnel are imperative. An intensive orientation program for operating supervisors, and process and facilities engineers may also be advisable.

CONTRACTOR SAFETY

It is the Company’s practice to provide outside contractors with Rolls-Royce Corporation Health and Safety policies and procedures and, where applicable, relevant site-specific health and safety work practices. Additionally, Rolls-Royce Corporation requires that construction or maintenance contractors comply with applicable Federal, State, and Municipal Health and Safety regulations as stipulated in the Roll-Royce Corporation/contractor contract.

Where the nature of the construction or maintenance requires that the contractor’s employees work together with UAW-Rolls-Royce Corporation employees, the Company will require as a condition of the construction or maintenance contract the contractor’s commitment to abide by applicable UAW-Rolls-Royce Corporation plant/site health and safety work practices.

Doc No. 2 Sourcing

During the 2008 negotiations, the Rolls-Royce Corporation and the Union discussed the critical link between sourcing actions and the impact on employment opportunities and job security. To that end, the Company will work with and assist the Union at both the Local and International levels to preserve jobs, replace jobs which

may be lost by outsourcing actions, and to create jobs for protected employees. It is an objective of the Company to grow the business, and the employment opportunities of its UAW represented workforce and to continue to rely upon its employees and facilities as the source of its products.

During the life of the current agreement, the Company will advise, in writing, the appropriate Union members of the sourcing committee of any management outsourcing recommendations, including the number of potential jobs affected.

Additionally, data regarding incoming and outgoing work will be given to the International and Local Union in quarterly meetings. In addition, the Company will provide inquiry data access to the appropriate Union contact through the use of a computer terminal, if possible. In this manner, the parties can judge the success of mutual efforts toward improved job security. The Company agrees to incorporate the procedure and structure outlined herein when making sourcing determinations during the current agreement.

The rationale for sourcing actions will consider the criteria of quality, technology, cost, timing, statutory requirements, occupational and related health and safety issues, the impact on long-term job stability, the degree to which the Company's resources can be allocated to further capital expenditures, the overall financial stability of the Company and the impact on related Rolls-Royce Corporation/UAW represented facilities. Other factors considered by the Company before a final sourcing decision is made will include the effect on employment, and job and income security costs on both a short and long-term basis. Such criteria will give equal weight to the full impact of a sourcing action on Rolls-Royce Corporation /UAW represented employment levels and the job and income security of Rolls-Royce Corporation /UAW represented employees. The parties will jointly further develop the above criteria to be used to address sourcing issues. Transfer pricing profits will not be considered in making sourcing decisions. Only appropriate return on investment and burden will be considered.

Following development of the sourcing criteria, the parties may form a joint task force to ensure the full implementation of such criteria, and, on an as needed basis, to address any specific sourcing areas of concern identified by the Union. Pertinent criteria will be applied consistently in comparisons of internal and external supply capability. The Union will be provided full and timely access to all appropriate data, including financial information that is pertinent to evaluate product competitiveness and contemplated sourcing. The Union agrees to keep all such information confidential until the Company consents to its release. Further, in this regard, the plant Chairperson will designate in writing those Union representatives who will have access to the quote package and related information.

If the Local Committee cannot resolve a sourcing issue, it may file a grievance at the second step of the grievance procedure.

In addition, the following specific commitments have been made to address sourcing-relate job security concerns of the UAW members:

1. Insourcing

The Local JOBS Committee will discuss the practicality of insourcing, in whole or in part, work previously outsourced or new work which the Committee identifies as that which might be performed competitively within the location based on the criteria outlined above. To assist in this process, the Union will be furnished a complete master file of commodities which will be used to generate a list of parts similar to those currently manufactured by Rolls-Royce Corporation /UAW represented employees that have been (1) outsourced or (2) are currently manufactured by non- UAW / Rolls-Royce Corporation suppliers for Rolls-Royce Corporation. This list will be updated and expanded to include supplier expiration dates, supplier location (city and state), annual volume and Union affiliation if known and will be furnished quarterly or as otherwise agreed to by the parties. Thereafter, the parties will initiate efforts to insource particular work consistent with the aforementioned criteria to create prospects for growth and to provide jobs for protected employees and employees on layoff.

If it is established that certain work can be performed competitively, judged by the above criteria, management will adopt the Committee's proposal and barring unique or unforeseen circumstances, bring the work in-house.

The Union shall thereafter obtain any necessary approval or ratification within 30 days of the decision to bring the work in-house.

2. Outsourcing

Outsourcing as used herein means the Company's sourcing of work from its facilities including work connected with current, new, or redesigned engines, fabricated and component parts.

When the quoting process begins, the Union will review and have access to the entire request for quotation package for this work along with the cost book information. Upon receipt of this package, the Chairperson and the Personnel Director will indicate on the accompanying notice (Notice of Potential Outsourcing) that the information has been received. This notice will include a description of the work involved and will be sent to the Vice President and Director of the Aerospace Department of the UAW or other International Representative designated by the same and to the appropriate Rolls-Royce Corporation manager.

Following the receipt of the request for a quotation package (or in the infrequent instances where a quote package is not utilized), the local parties will have the opportunity to jointly develop a plan to perform the work competitively, judged by the criteria listed earlier in this appendix. The Union will be provided full and timely access to all appropriate data including financial information that is pertinent to evaluate product competitiveness and the potential sourcing action. Prior to the submission of the initial quote response, the information contained therein will be reviewed by the local parties.

At the close of the quoting process, the local parties will be advised in writing of the most favorable quote response which best meets customer requirements and the terms and conditions therein. If this quote response is other than the one submitted by the local union, a written notice will be issued to the Chairperson which includes the reason for the potential outsourcing, the quote price from the affected location, if applicable the terms and conditions of the most favorable quote response, the potential jobs impact, and the anticipated impact date. Thereafter, the local parties will be given an additional 30 days, or longer, when possible, to meet the terms and conditions of the quote response referenced above. A copy of this notice will be sent to the Vice President and Director of the Aerospace Department of the UAW, or the International Representative designated by the same and the appropriate Rolls-Royce Corporation manager. The parties feel that this process of notification and discussion regarding sourcing issues provides sufficient time to evaluate sourcing issues to ensure that opportunities exist to develop plans to retain the work. It is recognized that this process provides for earlier involvement in sourcing decisions than the previous 1993 National Agreement (formerly Appendix L) and it is agreed that the Union will have as much time to evaluate methods to retain the work as the 150-day notification process provided in the 1993 National Agreement.

If it is established that the work can be performed competitively, judged by the criteria listed earlier in this appendix, Management will, barring unique and unforeseen circumstances, keep the work in-house. The union shall thereafter obtain any necessary approvals or ratification within 30 days to keep the work in-house. The sourcing authority will not enter into a contractual relationship with a non-Rolls-Royce Corporation/ UAW supplier until such time as the appropriate management representative provides written verification that the above notification procedure and discussion by the JOBS Committee has taken place.

Additionally International Union and Local Union input will be sought by Rolls-Royce Corporation as early as possible in the outsourcing decision-making process in order to allow for more thorough discussion and to permit the parties to better assess the impact of outsourcing on the long-term job stability of the employees and the financial viability of Rolls-Royce Corporation. The Company agrees to a full disclosure to the International and Local Union of the procedures utilized in the sourcing activities.

3. Future Product Sourcing

Union input into early sourcing decisions will be sought by the Company. In that regard, the Union will be notified in writing by the Company at the point when a Program Manager has been named (or sooner if possible) of its intent to proceed with any new or redesigned engine program.

On a quarterly basis or more frequently if business needs dictate, a confidential review will be held concerning future product programs in an effort to provide the Union with early input into sourcing decisions. These meetings will be attended by the Director of the Aerospace Department of the UAW or designee and top-level management of the Rolls-Royce Corporation. Additionally, representatives from various corporate disciplines, e.g. Marketing, Engineering, and Product Planning, may be invited to attend these meetings. At these regularly scheduled meetings, the parties will review any new program which is being pursued by the Company or which has been approved during the preceding quarter as a new business venture for the Rolls- Royce Corporation.

Following the notification, a representative designated by the International Union (currently functioning in an appointed capacity) will work with members of various organizations within the Company to gain information and knowledge into sourcing discussions and sourcing determinations for those organizations. When there is a need for this representative to interface with an organization relative to sourcing discussions, the contact should be made through the Manager of Hourly Human Resources.

The Company agrees not to use the results of such discussions to obtain more attractive contract terms from outside suppliers in lieu of keeping the work in-house.

If requested, higher level meetings or discussions on these matters will be scheduled.

The implementation of this process should provide the parties with the mechanism to take advantage of every opportunity to use internal resources and create jobs for protected employees.

The commitments expressed in this appendix are intended to contribute significantly to our cooperatively working together to provide Rolls-Royce Corporation employees improved job security by growing the business and employment opportunities.

Attachment A Doc. No. 2 Offset Requirements

During 2008 negotiations, the parties held extensive discussions regarding the competitive nature of the Aerospace industry and the fact that many of the industry competitors have been forced to reach innovative business arrangements in order to win and attract new business. Additionally, the parties discussed the fact that many new Aerospace business opportunities exist in foreign countries. Often the governments of these foreign countries, through offset requirements, dictate that companies provide labor content within that country where the customer's business is domiciled.

Recognizing these unique aspects of the Aerospace industry, the parties agree that improving the competitive position of the Rolls- Royce Corporation within the Aerospace industry is an important factor contributing to the Company's ability to win and attract new work. The parties also recognize that issues such as offset requirements imposed by foreign governments and innovative business arrangements (i.e. partnering, risk sharing, teaming and joint ventures) will require cooperation to secure and increase new work and thereby increase employment opportunities and improve job security. Any sourcing decisions associated with innovative business arrangements and the fulfillment of offset requirements are intended to provide growth in the volume of manufacturing work within the Company and increased employment opportunities. In an effort to provide a clear and accurate view of what is meant by innovation business arrangements and offset requirements, the following definitions of the referred to business practices is offered:

Partnering- This occurs when two or more parties come together in a business venture and share the risk and rewards of the venture in the same proportion over a very broad set of business parameters.

Risk-Sharing- This occurs when a party joins a business venture and assumes a share of risk only on the portion of the program that they are responsible for.

Teaming- This occurs when two or more parties come together to achieve a specific objective that is well defined.

Joint Ventures- A term utilized to describe variations on the above terms and one that encompasses business arrangements like partnering, risk-sharing and teaming.

Offset Requirements- Requirements, often imposed by foreign governments, that requires a company to provide labor content within that country where the customer's business is domiciled. For example, in order to sell engines to a third work country, the country could impose a requirement that certain parts and/or the assembly and/or testing be performed in their country.

Attachment B Doc. No. 2 Rolls-Royce Work

At times, during the life of this agreement, Rolls-Royce Corporation may be identified as a viable source of work on Rolls Royce products in production or development at Rolls-Royce facilities. The parties discussed that such opportunities act to increase the job security and enhance the employment opportunities of the workforce even when the work is of a fixed duration.

The parties also discussed the fact that the transfer of work from Rolls Royce facilities to Rolls- Royce Corporation is governed by Foreign Ownership Control and Influence (FOCI) regulations imposed by the US government. These FOCI regulations and the terms of the Special Security Agreement (SSA) imposed by the US government when Rolls-Royce purchased Rolls-Royce Corporation, require that business relations conducted between the two corporate entities be at arm's length.

In an effort to provide early input to the Union when Rolls-Royce work is being transferred into Rolls-Royce Corporation, the Company agrees to meet with the Union in advance of such work being transferred into a Rolls-Royce Corporation facility and share information including the type of work being transferred, the anticipated volume of the work, the duration of the work (or length of the purchase order), the standard hour volume impact associated with the work, and any employment growth anticipated as a result of the work being transferred in. Additionally, the Company agrees to notify the Union in advance of work being removed from the facility by Rolls-Royce. It is believed that these efforts of advance communication will act to improve the understanding by the workforce of the positive aspects of performing Rolls-Royce work on either a short- or long-term basis.

The parties reaffirm their understanding that the sourcing of prototype or development work on new or redesigned engines and products, which may include the sourcing of work to the Model Shop and Experimental Assembly and Test, by Rolls-Royce entities, shall not require or give rise to a claim that production work related to the new or redesigned engine or product must be performed at the Rolls- Royce Corporation, Indianapolis plants, nor will there be any obligation to source such production work at the Company's plants.

Any discussion or notification referenced in this attachment is separate and distinct from the formal notification and discussion requirements of Document 2.

Doc No. 3 WORKFORCE ADJUSTMENTS

During the discussions associated with the 2015 Rolls-Royce Corporation and UAW Collective Bargaining Negotiations, the parties discussed the competitive issues impacting the Indianapolis Operations. The following understandings and agreements have been reached which both parties believe are committed to enhancing the job security of Rolls-Royce Corporation employees. The parties further recognize that such job security can only be realized within a work environment, which promotes operational effectiveness, continuous improvement and competitiveness. The parties have pledged to openly address and discuss all issues, which impact the competitive position of the facility. In so doing, it is believed that with this commitment and the items set forth herein, the Indianapolis Operation and its employees will be positioned to look for opportunities to seek out and win new work to support the ongoing viability of the operation. Additionally, the parties mutually pledge themselves to communicate openly around the issues of plant volumes, plant productivity and overtime levels in order to sustain the competitive basis for the jobs that exist within the operation.

The general principle that the parties have agreed to is that the workforce is sized to the demand placed on the Operation by the Customer Businesses. In this regard, consideration needs to be given to the following:

- The size of the Production Workforce
- The size of the Skilled Trades Workforce
- The size of the Indirect Workforce (Production Support)
- Treatment afforded to employees impacted by volume declines in both voluntary and forced reduction terms
- Events triggering recall of employees from layoff

In order to establish a baseline for the size of the business and hence the size of the workforce for the next three-year period the forecast demand as set out in the Executive SORB of February 5th 2005 will be used. Further ongoing revisions to the demand will be carried out Quarterly and shared with the UAW Local 933 Shop Committee Chairman (or designee), and adjustments to the corresponding workforce size will be made twice per year. In determining the workforce size against the projected volume, consideration will be given to the following parameters:

- Standard Hour Load
- Productivity
- Overtime Levels

During these negotiations the parties discussed the connectivity between Standard Hour Load, Productivity and Overtime Levels. In this regard, both management and the Union acknowledge that none of these parameters can be evaluated independently when assessing workforce re-sizing. For example, failure to meet budgeted productivity levels will tend to drive higher levels of overtime, this must be resisted, and the motivator must be to improve productivity. Equally, higher levels of productivity would tend to drive down overtime and this would not give opportunity to reduce employee numbers without due consultation. In the event of sustained above budget levels of overtime, a review of manpower levels will be carried out. Such a review will be made at the OBU level (e.g. Turbines, Compressors, etc.). Where overtime is consistently above budgeted levels a first approach will be to rebalance the workforce by moving people from OBU's operating below budget to OBU's exceeding budget. In the event that internal moves are deemed to not address the issue, and the overtime has exceeded the budgeted level on a sustained basis over a quarterly period, equivalent manpower will be added to offset the overtime level. The parties may also conclude that the reasons for the overtime are temporary or unavoidable and that there are no practical alternatives, such agreement would need to be a joint decision between management and the Union. It is agreed that operating to the budgeted levels of productivity is a key requirement. Hence the parties have mutually pledged themselves to take all necessary steps to ensure that budgeted levels of overtime and productivity are met. Further, the parties recognize that plant volumes are variable and driven by the conditions that exist in the external marketplace. As such, volume will be considered as a variable element that is primarily responsible for determining workforce size.

Adjustments to Workforce Size

During the Quarterly review with the local UAW Shop Committee, the Standard Hour Volume and subsequent shop load will be reviewed. Taking into consideration mix issues associated with the volume projections, the number of hourly employees required to support the shop load will be evaluated and adjusted (increased or decreased) on a semi-annual basis accordingly. Decisions contemplated regarding the adjustment of the workforce to the projected load will be dependent upon the planned hours per man (hours/man) calculation at the productivity and overtime levels planned.

Appendix A will be utilized for establishing the number of direct standard hour producing employees. Appendix A will be populated based on the calculation shown in the example below.

Any improvements to the overtime and productivity targets going forward would be shared with the UAW who would be advised of the adjustments.

In order to clarify the calculation of planned hours/man (hours/man), an example of the calculation is provided below:

Example (Hypothetical situation)

In order to determine the planned hours per man, the following baseline calculations are made:

52 weeks in a year x 40 hours per week = 2080 possible hours/year

Possible hours/year	2080 Hours
	2080
Less 13 days holidays (13 x 9)	-117
Hours	1963
	1963
Less 19.8% vacation and absence	-389
Hours	1574
	1574
Plus 29% overtime	472
Hours	2046
	2046
Less 11% lost time including breaks	-229
Total Available Productive Hours	1817

Thus, the total hours planned per man = 1817 total available productive hours x 63% productivity = 1145
 In order to define the number of employees required to produce a shop load of 650,000 hours, you would simply divide total shop load by the total hours planned per man hence: 650,000 hours / 1145 = 568 total employees required.

When considering a possible adjustment to the workforce size, the following calculation would be made:

If there was a 15,000 hour increase in shop load (and budgeted overtime levels and productivity levels had remained the same), the calculation that would be used to determine the potential increase in workforce size would be done as follows:

15,000 hours / 1145 planned hours per man = 13 additional employees

Adjustments to Workforce Size and the impact on Skilled Trades and Indirect Production Support

Consideration will need to be made at the time of each semi-annual review in regards to skilled trades and indirect support employees. Marginal changes to the Standard Hour Load (e.g. + or minus 5%) would not drive either reduction or increases in these two segments of the employee population.

However, changes larger than the plus or minus 5% noted herein would need to be considered in terms of employment levels. The primary driver in reviewing the workforce size in skilled trades and production support areas at times of increasing volume will be the proper balance between resource levels and overtime, in order to ensure that overtime levels are not unnecessarily driven higher than planned levels. Conversely, in times of reducing plant volumes, a balance must be struck between resource levels and maintaining a competitive cost rate for the end customer.

Recall and Rehire Issues

In all cases where there is a need to add employees as a result of changes in the standard hour load within the operation, the first source of employees will be from active recall/rehire lists of employees previously reduced as a part of an involuntary reduction in force per the provisions of the local seniority agreement. In the event that employees are not available from the recall/rehire list, the next source of manpower would be from new hires. In the event employees are on the recall or rehire list, any death, quit, or un-enhanced retirement of direct employees will require a one for one replacement, up to headcount numbers established during the prior semi-annual review. In the event that employees are not available from the recall/rehire list, the next source of manpower would be from new hires. In situations where skilled trades are being recalled, it will be from the same classification. If no skilled trades are available from the recall/rehire list a new apprentice or new hire will be added.

Treatment for employees impacted by Reductions in Workforce Size

The parties have agreed to convert all of the provisions of the Supplemental Unemployment Benefit Plan into the provisions contained herein in order to simplify and clarify the treatment that will be afforded to eligible employees in the event of a qualifying layoff as defined above. An employee who has established seniority under the terms of the Collective Bargaining Agreement and who has accumulated at least one continuous year of service and who is subsequently impacted by virtue of their plant seniority date by a reduction in force that results in their involuntary removal from the workforce will receive (52) weeks of pay continuation pursuant to the following provisions:

- (a) The regular benefit payable to an eligible employee for any week beginning on or after the effective date of this agreement shall be an amount which, when added to the employee's State Benefit and Other compensation, will equal 95% of the employee's Weekly After-Tax Pay (straight time only), minus \$20.00, to take into account work-related expenses not incurred.
- (b) In addition to the pay continuation benefit described in (a) above, each eligible employee who is involuntarily reduced as a result of a qualifying layoff will be provided medical, dental, vision and life insurance (excluding both Short- and Long-Term Disability) coverage pursuant to the provisions described below:

Years of Seniority	Months of Coverage
Less than 5 Years	12 Months
5 but less than 10 Years	13 Months
10 Years or greater	25 Months

- (c) If, after the effective date of this agreement, business circumstances result in a layoff of less than a 48-week duration, then the Unemployment Benefits provided to an eligible employee defined in (a) above will cease at the end of the layoff period upon the recall of the laid off employee to a job in accordance with the seniority recall provisions of the Local Seniority agreement.

Treatment in the Event of a Short Week

(a) An Employee shall be eligible for an Automatic Short Week Benefit for any week beginning on or after the effective date of this agreement, if:

- i. During such week the Employee had less than 40 Compensated or available hours and
 - 1. performed some work for the Company, or
 - 2. for such week received some jury duty pay, bereavement pay or military pay from the Company, or

3. for such week, received only holiday pay from the Company and, for the immediately preceding week, either received an Automatic Short Week Benefit or had 40 or more Compensated or Available hours.

ii. the Employee had at least one year of seniority as of the last day of the week (or during some part of such week had at least one year of seniority and broke seniority by reason of death or retirement under the provisions of the Rolls-Royce Corporation Hourly-Rate Employee Pension Plan);

iii. the Employee was on a layoff for some part of the week, or was ineligible as defined under the collective bargaining agreement for pay from the Company for all or part of the period of jury duty, bereavement or short term active duty of 30 days or less because the Employee was called to active service in the National Guard by state or federal authorities in case of public emergency during the week and during all or part of such period the Employee would otherwise have been on layoff under this section.

(b) No application for an Automatic Short Week benefit will be required of an Employee. However, if an Employee believes an Automatic Short Week Benefit is payable for a week and such Employee does not receive a Benefit on the date when such benefits for such week are paid, the Employee may file written application therefore within 60 calendar days after such date.

(c) An Automatic Short Week Benefit payable for a Week shall be in lieu of any other Benefit under the Plan for that Week.

Automatic Short Week Benefit

(a) The Automatic Short Week Benefit payable to any eligible Employee for any Week beginning on or after the effective date of this agreement shall be an amount equal to the product of the number by which 40 exceeds the Employee's Compensated or Available hours, counted to the nearest tenth of an hour, multiplied by 80% of the Employee's Base Hourly Rate.

(b) An Employee, who breaks Seniority during a week by reason of death or retirement under the provisions of the Rolls-Royce Corporation Hourly Rate Pension Plan and is eligible for an Automatic Short Week Benefit with respect to certain hours of lay-off during the week prior to the date seniority is broken, will receive an amount computed as provided in subsection (a.) above (Automatic Short Week Benefit) based on the number by which the hours for which the Employee would regularly have been compensated exceeds the Employee's Compensated or Available hours with respect to that part of the week prior to the date Seniority is broken.

Voluntary Programs in the event of a Workforce Reduction

In a reduction or recall situation:

If overtime is more 20% over a 3-month average, we will recall employees assuming there is a recall list and provided there is a sustainable 12-month load forecast requirement for the additional employees.

If a workforce reduction is required management would be committed to the following in this order:

Step 1 - VERP:

- Active employees 65 years of age or older to be offered first, in the event further reductions required employees ages 63 and 64 will be offered before proceeding to step 2.
- Must leave within 30 days of application or date specified by management
- \$70,000 payment

Step 2 - VTEP:

- Must leave within 30 days of application or date specified by management
- Terms outlined in "Voluntary Programs in the event of a Workforce Reduction" will be followed.

Step 3 - Layoff

In the event employees are on the recall or rehire list, any death, quit, or un-enhanced retirement of direct employees will require a one for one replacement, up to headcount numbers established during the prior semi-annual review.

The VTEP program will offer an eligible employee the ability to voluntarily terminate their employment relationship (and any/all associated seniority rights) with the company in exchange for a one time lump sum payment and base medical benefit continuation (Medical, Dental, Vision, not inclusive of short and long term disability) per the schedule below:

Years of Seniority as of Event Date	Amount of VTEP Payment
1 but less than 10 years	\$45,000
10 but less than 15 years	\$50,000
15 but less than 20 years	\$62,000
20 but less than 25 years	\$67,000
25 years or greater	\$72,000

Employees electing to participate in the VTEP will be provided with basic Medical, Dental, and Vision for a period of 12 months following the month in which the employee last worked. In no event will an employee be eligible for both the VTEP provisions and the enhanced service credits retirement program.

Application of the Voluntary Program during the term of this Collective Bargaining Agreement

During these negotiations the parties have discussed the volume declines, productivity improvements and manufacturing cost rate issues that have been forecasted by the businesses impacting the standard hour volume in the operation and hence the required headcount. To the fullest extent possible it is the desire of both management and the Union to accomplish these reductions through voluntary means. The balance of the difference between volunteers and required reductions will be accomplished through implementation of the forced reduction procedure defined herein.

The company may in agreement with the UAW Shop Committee offer additional programs which may be offered to all eligible employees or may be targeted at certain sections of the workforce.

Upon the conclusion of the reductions referenced in this document, the parties will assess the overall outcomes and discuss the lessons learned to ensure that the mutual interest of the business and the workforce have been met.

Document 3 – Appendix A

		Average Headcount Requirements																			
		Load = 000 hours																			
Avg Prod %		Avg OT%																			
		5.0%	6.0%	7.0%	8.0%	9.0%	10.0%	11.0%	12.0%	13.0%	14.0%	15.0%	16.0%	17.0%	18.0%	19.0%	20.0%	21.0%	22.0%	23.0%	24.0%
	<50%																				
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Note: The number of production employees required will be determined based on the above matrix of load, productivity and overtime. If productivity is less than 63%, or the prior year average, whichever is greater, overtime will not be restricted. If productivity is greater than 63%, or the prior year average, whichever is greater, and overtime is more than a 6 month average of 35%, we will hire production employees provided that there is a sustainable 12 month load forecast requirement for additional employees. The 6 month overtime average will be based on Quarter 4 + Quarter 1 or Quarter 2 + Quarter 3 and the SORB cycles will be aligned to this schedule. The population of the above chart will be based upon the calculation within the Hypothetical example as shown in this document and the Rolling forecast 12 month load from the Site SORB.

Document 3 – Appendix B

1. An initial retirement incentive will be rolled out, offered and completed. After the initial retirement incentive is completed, a **New Headcount Baseline** will be established for all Skilled Trades classifications, reflective of the acceptance of the retirement package, with the exception of EATMs and ATMs. EATM and ATM headcount will remain the same after completion of the retirement package, subject to Doc 3.

2. A **Post Condor Headcount** baseline will be established and used for all Skilled Trade classifications, with the exception of ATMs. After Condor’s scope of work is complete or openings in the ATM classification become available, headcount will be reduced to meet the **Post Condor Headcount** level. After Condor is complete, future adjustments will use Doc 3.
 - (a) All current Employees reduced in the following Skilled Trade classifications: 503 Carpenter, 505 Electrician, 512 Millwright, 514 Pipefitter, 515 HVAC, 518 Tinsmith, and 521 Welder Maintenance will be recalled for Condor implementation. Any sub-contracting work required will place the affected Trades on full utilization.
 - (b) Attrition that results in headcount above the **Post Condor Headcount** levels defined in section (2) will not require a one for one replacement.
 - (c) Attrition from the **New Baseline Headcount**, in MTM Trades, that results in headcount above the **Post Condor Headcount** levels defined in section (2) will require a one for one replacement until the list of reduced employees are exhausted in each respective group.
 - (d) Attrition, in Skilled Trades, that results in headcount below the **Post Condor Headcount** levels defined in section (2) will require a one for one replacement with a new apprentice or a new Rolls-Royce Skilled Trade employee hired at pay rates defined in paragraph 98 once reduced employees are exhausted in each respective group.

3. Redeployment to ATM will be made available to impacted Skilled Trades under the language in Document 3 Appendix C, utilizing paragraph 98 top tier pay scale, and will include COLA and legacy benefits. If no ATM opening is available, the headcount will be reduced.

Doc. No. 4
Memorandum of Understanding Joint Activities

LOCAL JOINT ACTIVITIES COMMITTEE (LJAC)

During current negotiations, the parties discussed the need to focus the responsibility for all local joint activities on those individuals who have primary responsibility for their success and to enhance their effectiveness through improved information sharing, priority and goal setting, resource allocation and the elimination of duplication. The Rolls-Royce Corporation will retain access to all previously developed Joint UAW - Rolls-Royce Corporation programs, materials and resources. The Rolls-Royce Corporation will pay the appropriate UAW- Rolls-Royce Corporation Joint Program office for costs related to implement Joint UAW- Rolls-Royce Corporation programs at Rolls-Royce Corporation.

Accordingly, the parties agree that the appropriate local facilitating mechanism for all local joint activities is the Local Joint Activities Committee (LJAC) consisting of the President of the Local Union, Shop Committee Chairperson, and members of the Shop Committee, Vice-President of Operations, Director of Human Resources and other appropriate Management Representatives. The Local Joint Activities Committee is responsible for actively supporting and directing the Local Joint Skill Development and Training Program, Local Human Resource Development Process, Local J.O.B.S. activities and to provide coordination among all other local joint activities such as Health and Safety, EAP, Quality Network, etc. The UAW Regional Director and/or their representatives should be fully involved regarding joint activities including actions of the Local Joint Activities Committee.

- (a) The duties and responsibility of the Local Joint Activities Committee include the following:
- (b) Provide structure for integrating all joint efforts.
- (c) Set local policies/guidelines to enhance each joint activity.
- (d) Integrate joint activities with business operations through a joint planning process.
- (e) Allocate and monitor plant and local joint funds and other resources in accordance with this memorandum.
- (f) Monitor and evaluate the performance and results of joint activities and provide positive recognition and/or corrective direction as required.
- (g) Regularly exchange information on plant operations and communicate appropriate information to all employees.
- (h) Keep UAW/International Union leadership and the Rolls-Royce Corporation Management informed of the status and progress of joint activities (via Annual Joint Activities Annual Summary due January 31st, each year).
- (i) Review the need for new programs and jointly develop the programs, as required.

The Union will be fully involved in all phases of training including analysis and development that is directed at the UAW represented employees. When such employees will be impacted by training and manual specifications for equipment and manufacturing systems, Union input with respect to development and delivery of training will be obtained by either Local Management or plant training personnel prior to management signing off on the specifications.

Doc. No. 5

Article I. Memorandum of Understanding February 26, 2015 (rev.3) Section 1.01 Joint Training

During the 2005 Contract Negotiations the parties discussed the methods for funding the Joint UAW-Rolls-Royce Training Center. The parties have agreed to the following structure for budgeting and management oversight for the Training Center.

As part of the normal Rolls-Royce budgeting process a budget will be agreed to for the following year of operation. This will be jointly agreed to by the Key Four and incorporated into the Vice President – Business Operations annual budget. Throughout the year, at the normal Quarterly Review Process, the budget will be reviewed against actual performance and opportunities taken for any changes due to changing circumstances.

The budget will be formed to take care of all expenses incurred in the total running of the Training Operation and include:

- Tuition Assistance Plan (See Doc. 8 and Att. A)
- Scholarship Program for Dependent Children (Att. B)
- Retiree Tuition Assistance Plan (Att. C)
- Resource and Referral Services Work / Family Program (Doc. 37)
- Employee Assistance Program (Doc. 39)
- National Conferences (i.e. EAP, Training)
- Other requirements as detailed in Documents in the Collective Bargaining Agreement

In addition to the foregoing, program funds can also be used for specific studies, pilots and other activities agreed to by the Key Four.

Funding will also be available to provide training resources for active employees in job related skills, basic education enhancement, interpersonal skills and HRD. Some examples are:

- Reading, writing and basic math skills
- Communications skills training
- Problem solving programs
- Plant specific training, upgrading the skills of UAW represented Skilled Trades and Non-Skilled employees
- Needs / task analysis training
- Quality representatives attending CHP national and area center courses
- Local and National PEL studies
- Workplace violence
- Crisis intervention
- SPC training

As well as budgeting for training efforts the annual quarterly process will embody the following in the established and agreed budget:

- Salaries, wages and actual expenses of salary and hourly temporary instructors including the cost of training the instructors
- Consumable items to be used exclusively for training programs.
- Items of new equipment to upgrade or provide new technology in the pursuit of training as detailed in this agreement
- Catering expenses for training programs approved as part of this agreement
- Travel expenses incurred in pursuit of the aims and objectives embodied in this agreement
- Maintenance of the training equipment within the training center. This does not include maintenance to the fabric of the building or its utilities
- Other related expenses such as freight, transport, memberships and awards etc.

Advanced Approval

A local joint training fund authorization form must be submitted in advance and approved by Key Four members prior to expending training funds on the following items:

- Expenditures outside the three basic areas (job related skills, basic education enhancement, interpersonal skills and HRD)
- Use of anyone for consulting and or delivering training or organization development
- Purchase of materials where the total expenditure exceeds \$2000. The joint training fund authorization form must be used where expenses exceed \$2000 and for items in excess of \$10,000, 3 bids must accompany it.
- Travel and lodging
- Purchase, lease or rental of any equipment, such as furniture, computers etc. when the cost is in excess of \$2000
- When applicable, standard Rolls-Royce Corporation guidelines are to be used for all purchases i.e. purchasing procedures.
- In the event that operating cost exceed the agreed budget all expenses are to be referred to the Key Four
- Any external Training Program in excess of \$1000

Approval Process

Jointness is a critical factor in funding.

The Key Four must jointly approve requests for authorization to expend the agreed budget. Neither can access budgeted funds unless both the Union and Management (Key Four) jointly agree to such activities. Union involvement, along with management, is essential in the joint decision-making process regarding the development, implementation and monitoring of training funds.

In situations where mutual agreement cannot be reached by either party, Union or Management, may appeal the issue to the International UAW, Region 2B funding representative and the Vice President of Human Resources. This appeal procedure exists to resolve any disagreement between the parties, which relates to the budget setting process or expense associated with the training center.

Audit Process

The following attachments relate to this agreement

- Document 8
- Attachment A to Document 8
- Attachment B to Document 8
- Attachment C to Document 8
- Document 37
- Document 39
- Document 43
- Document 51
- Document 101
- Document 102
- Document 106
- Document 109

Doc. No. 6 Deleted

Doc. No. 7 Deleted

Doc. No. 8

Memorandum of Understanding Tuition Assistance Plan

During current negotiations Rolls-Royce Corporation and the UAW reaffirmed the necessity of providing active and laid-off workers opportunities for education and training. These efforts will enable them to either re-enter the work force or enhance their development. Accordingly, the parties agree to continue the Tuition Assistance Plan for all qualifying workers who wish to pursue further education and training. The plan is designed to help workers:

- Who are laid off, improve their chances for re-employment.
- Or who are active, enhance their opportunities for advancement.

Under this Plan, qualified workers are able to receive assistance in the form of up-front payment to licensed or accredited schools such as colleges, universities, proprietary schools or vocational institutions. The Plan permits workers to select virtually any type of vocational training or education, for their situation and goals, subject to approval by the Key 4.

TUITION ASSISTANCE PLAN FOR LAID OFF WORKERS

Eligibility

The participant must be a UAW represented Rolls-Royce Corporation-US, worker on indefinite layoff, who has recall or rehire rights under the terms of the current Rolls-Royce Corporation-UAW National Agreement, and who had at least one year seniority as of the last day worked prior to layoff.

Courses

Suitable courses are those required for adult basic education, high school completion or high school equivalency certification, university, college, business, trade or vocational school courses or adult education classes.

Schools

Acceptable schools are those approved by the local UAW/Rolls-Royce Corporation including, but not limited to those generally recognized by accrediting agencies, or under governmental education agencies.

Type of Assistance

The Plan will provide for tuition and compulsory fees to be paid directly to the schools providing the course in which the applicants are enrolled. There shall be no duplication of tuition fees already covered by other state or federal education assistance plans or programs. Maximum eligibility under this Plan is \$8,000 of tuition assistance while on indefinite layoff. Eligibility is established by seniority as of last day worked prior to layoff as follows:

SENIORITY AS OF DATE OF LAYOFF

1 to 3 Years \$6,000 • 3 to 4 years \$7,000 • 4 or more Years \$8,000

The above specified amounts shall constitute an account upon which the worker may draw so long as the individual retains recall or rehire rights while on indefinite layoff. Certain changes in employment status will affect eligibility. If recall or rehire rights are lost under the terms of the Rolls-Royce Corporation-UAW National Agreement, or full-time employment is accepted that would pay wages comparable to those on the former job at Rolls-Royce Corporation, or if similar training programs are provided by a new employer, eligibility will cease. Continued eligibility will depend upon satisfactory completion of courses in which the employee has enrolled and compliance with other provisions of the Plan. In no event shall total assistance to an employee exceed \$8,000 in any four-calendar year period.

TUITION ASSISTANCE PLAN FOR ACTIVE WORKERS

Eligibility

The participant must be a UAW represented Rolls-Royce Corporation-US worker on the active employment rolls or on temporary layoff with seniority under the terms of the current Rolls-Royce Corporation-UAW National Agreement. Also included are union officials on leave under the provisions of Paragraph 109 who are functioning in positions at Rolls-Royce Corporation locations or special assigned Rolls- Royce Corporation-UAW employees on leave under the provisions of Paragraph 109(a) who are assigned at UAW-Rolls-Royce Corporation facilities. Additionally, the spouse or dependent children of a deceased, active employee will be entitled to utilize the remaining balance of the employee's current year's Tuition Assistance eligibility excluding any advance payment for college or educational pursuits during a period equal to the length of the present Agreement following the date of the employee's death.

Type of Assistance

The Plan will provide for tuition and/or compulsory fees to be paid directly to the schools providing the course in which the applicants are enrolled.

There shall be no duplication of tuition or fees already covered by state or federal education assistance plans or programs. The following courses shall entitle individuals to those benefit levels specified below:

- \$5,200 per year for courses and books (\$100 per course limit for books) at regionally accredited colleges or universities
- Advance Payment

Employees enrolled in college degree programs through accredited institutions, who exhaust their current year tuition eligibility, may utilize up to the present or next semester eligible expenses. This advance payment is provided only in conjunction with courses offered at regionally accredited colleges or universities on a semester or quarterly basis and is not available for job related or personal enhancement classes. Advance payment of up to \$1,000 will occur automatically when the employee's request for tuition assistance exceeds the current year eligibility.

Advance payment is not available in the last calendar year of Agreement and does not expand total tuition assistance eligibility over the life of the present Agreement.

- \$2,100 per year for other job-related courses
- \$1,450 per year for you and your covered dependents (same for Retirees) for health and fitness only, to include financial wellness, through reimbursement via HRSSC form. In no event shall the total assistance to an employee exceed \$6,200 in a twelve-month period.

Administration

The Plan will be jointly administered by the UAW-Rolls-Royce Corporation.

Attachment A to Doc. No. 8

LABOR STUDIES

During these negotiations, the Union and Rolls-Royce Corporation agreed that eligible employees may use a portion of their Tuition Assistance Program allocation (which provides for the prepayment of tuition and compulsory fees up to certain dollar limits) for Key 4 - Joint Activities approved labor studies courses. These courses generally examine worker, workplace and union related subjects. To qualify for reimbursement courses must meet the following criteria:

- The courses must be available to an accredited college's/ university's general student body and listed in its official course catalog.
- Tuition costs and compulsory fees must be within the generally accepted fee structure for such courses and be applicable to the accredited college's/university's general student body.
- Tuition costs and compulsory' fees will be directly reimbursed to the accredited college/university through the Tuition Assistance Plan.

Participant attendance is voluntary and is not considered hours of work or employment and not subject to Rolls-Royce Corporation compensation.

The Grievance Procedure set forth in the Rolls-Royce Corporation- UAW Agreement has no application to, or jurisdiction over, any matter relating to this letter.

Attachment B to Doc. No. 8

Memorandum of Understanding Scholarship Program for UAW/Rolls-Royce Corporation Represented Dependent Children

During these negotiations the parties discussed the importance of continuing education for school-aged dependent children of UAW represented employees. In this regard, the International Union and the Rolls-Royce Corporation have agreed to establish the UAW/Rolls- Royce Corporation Joint Scholarship Program for UAW Represented Dependent Children.

The Key 4 shall appoint a joint committee to develop a UAW/Rolls- Royce Corporation Joint Scholarship Program for UAW Represented Dependent Children per the UAW-ROLLS-ROYCE CORPORATION guidelines and procedures. This scholarship program will be funded by Plant Funds-C. The program will be established based on the following parameters:

- The Key 4 will establish the annual amount of scholarship funds to be awarded to eligible recipients based upon the guidelines established by the UAW/ROLLS-ROYCE CORPORATION HRC.
- The program will be open to dependent children of active Rolls- Royce Corporation retired or deceased UAW represented employees who are pursuing degrees including: Associate, Bachelor, Graduate, and Post-Graduate: Certificates, Licensure, and Continuing Education including: Vocational or Technical Programs. For purposes of this pro-gram, the definition of dependent children will be the same as defined in the UAW-Rolls-Royce Corporation Legal Services Plan.
- The maximum amount of award will be limited to \$1,500 per year per recipient through reimbursement, via HRSSC for tuition and / or compulsory fees at an accredited school.
- Payments under the UAW/Rolls-Royce Corporation Scholarship Program for UAW Represented Dependent Children will be subject to applicable federal, state, and local tax provisions.
- The Grievance procedure set forth in the current Rolls-Royce Corporation/UAW National Agreement has no application to, or jurisdiction over, any matter related to this program.

Attachment C to Doc. No. 8

Memorandum of Understanding UAW-Rolls-Royce Corporation Retiree Tuition Assistance Plan

This will confirm the understanding reached during the present negotiations that a Retiree Tuition Assistance Plan (including personal enhancement courses approved by recognized accreditation agencies and those approved by government education or training programs) for retired UAW-represented Rolls-Royce Corporation employees shall be piloted and funded under the Tuition Assistance Program Plan A (Plant Funds). Retirees

would be eligible to take classes approved on-site at the plant or local union hall at the location from which they retired. The courses offered to retirees must be those that are available to the active workforce.

The program provides up to \$1,000 per calendar year per retiree for the prepayment of tuition and compulsory fees for approved courses leading to credits or degrees only offered on-site by approved educational institutions, or courses included in a special range of approved competency-based courses, including non-credit and non-degree courses or activities.

The pilot will be developed by the Key 4 and administered locally by the UAW and Rolls-Royce Corporation. The Key 4 has the authority and discretion to interpret the terms of the pilot including, but not limited to, school and course approval, location of courses and program guidelines.

In addition, the grievance procedure set forth in the UAW-Rolls- Royce Corporation Agreement has no application to or jurisdiction over any matter related to this joint program.

Doc. No. 9 Subcontracting of Skilled Trades Work

During these negotiations the Company discussed with the Union the reduced factory load and its effect on our cost rate, including the portion of cost driven by self- performing the current work scope with our own skilled trades classifications at Rolls-Royce Corp.

The type and load of the work associated with the skilled trades is irregular due to either product development cycles impacting Model Shop, Tool Room and, at times, Construction trades or Seasonal activities impacting the Construction trades. To achieve and maintain competitiveness, the Company can only utilize its own employees to support the normal average load of the business. Therefore, in order to handle the peaks in load, the Company must, as in the past, reserve the right to let the work to outside contractors.

In determining which activities will be sourced externally within the maintenance, construction, tool & die and engineering development skilled trades, the Company will consider among other things, the frequency; efficiencies and economies involved; the need for specialized tools, equipment and skills; and the necessity of meeting schedules, model change and plant rearrangement deadlines.

In our discussions, the Union expressed concern over the job security of its skilled trades members in this environment. The Company reiterated that the long-term security of employees may only be achieved through both competitive cost rates and sufficient orders for production hardware. The Company will however, as in the past, continue to utilize its seniority employees, under circumstances, in which it is reasonable and practicable to do so in the performance of work that has been agreed to constitute 'traditional' work.

Accordingly, the company states that it will make a reasonable effort to avoid contracting out work which adversely affects the job security of its employees and that it will utilize various training programs available to it, whenever practicable, to maintain employment opportunities for its employees consistent with the needs of the Company.

During the current negotiations the parties also discussed the special procedure for processing subcontracting grievances as provided in Paragraphs (42a) and (46).

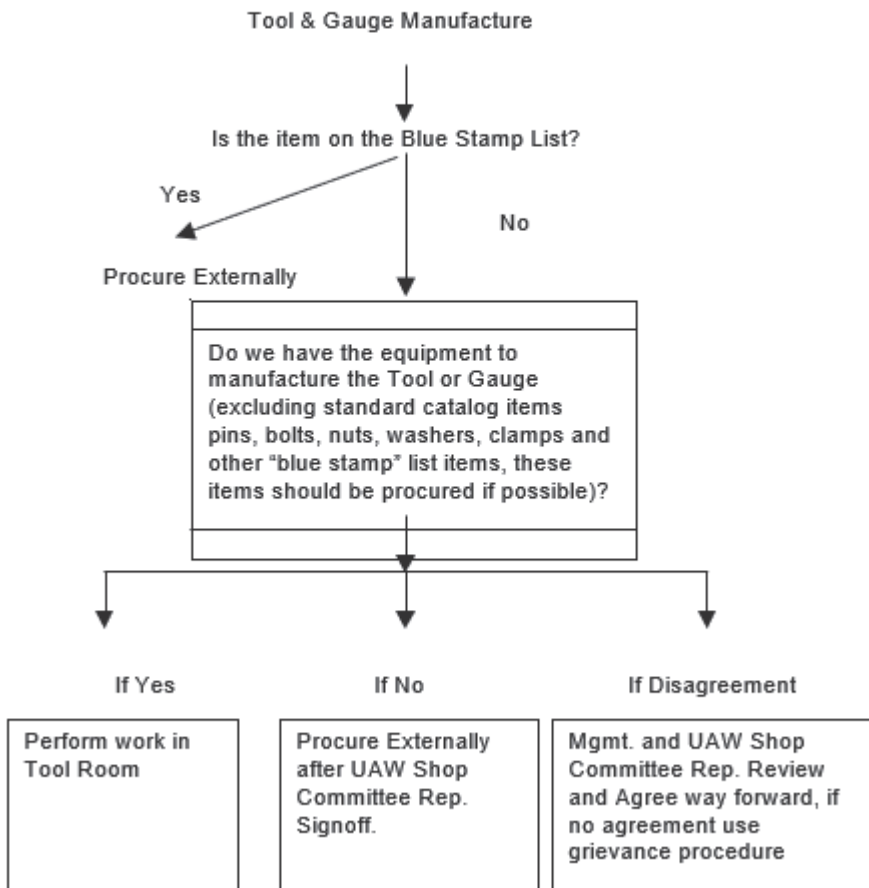
The parties agreed that should the Director of the Aerospace Department of the International Union elect to handle such a case pursuant to Paragraph (42a)(2), and refer it back to the Appeal Committee for negotiation pursuant to Paragraph (117), such negotiations shall be limited to the issues defined in the written record of the case.

The attached flow-charts have been jointly developed to determine make/buy decisions within the skilled trades areas of work. These flow-charts have been designed to promote advance discussions, joint decision making and to review our overall competitiveness.

The existing coordinators/estimators for the Model Shop and the Maintenance Trades will continue to perform their duties, as they have during the 2000 Agreement.

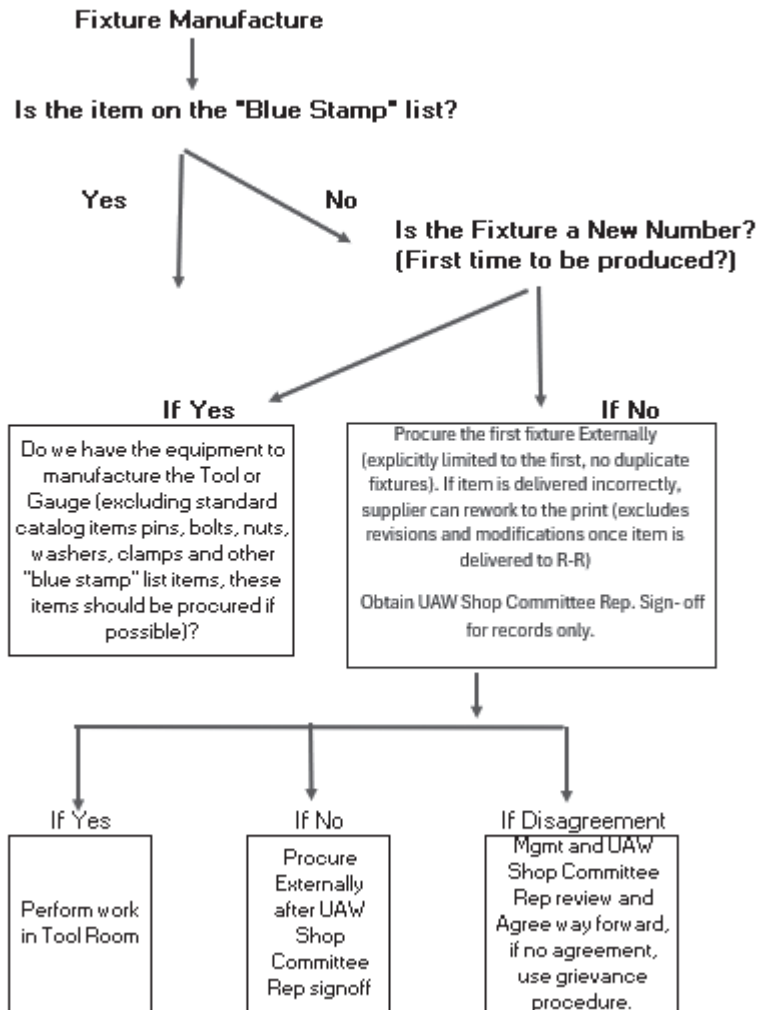
In all cases where the Company does not deem it advisable to perform the work itself due to available labor, safety, skills, equipment, cost, quality or schedule, the Company must, as in the past, reserve the right to let the work to outside contractors.

Article I Tool Room – Tools & Gauges

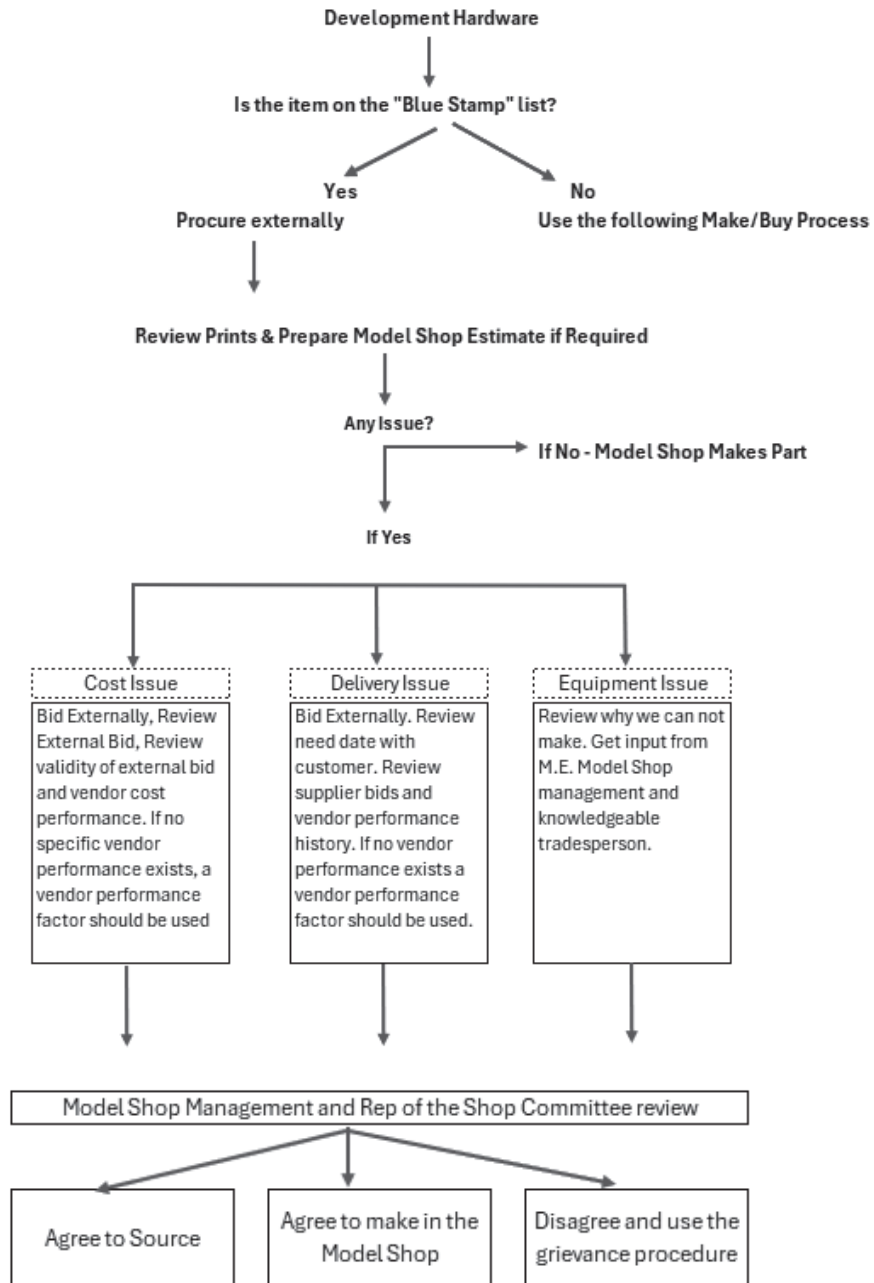


Article II Tool Room - Fixtures

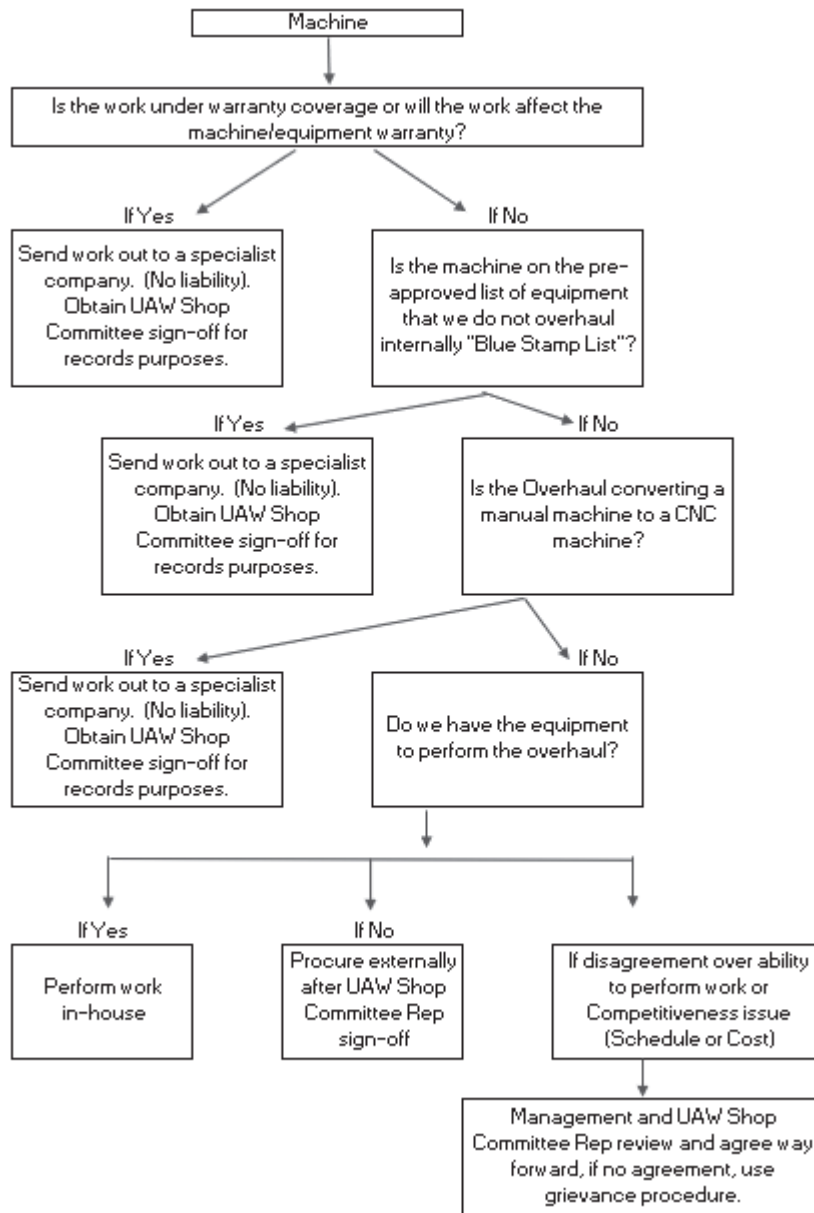
Tool Room - Fixtures



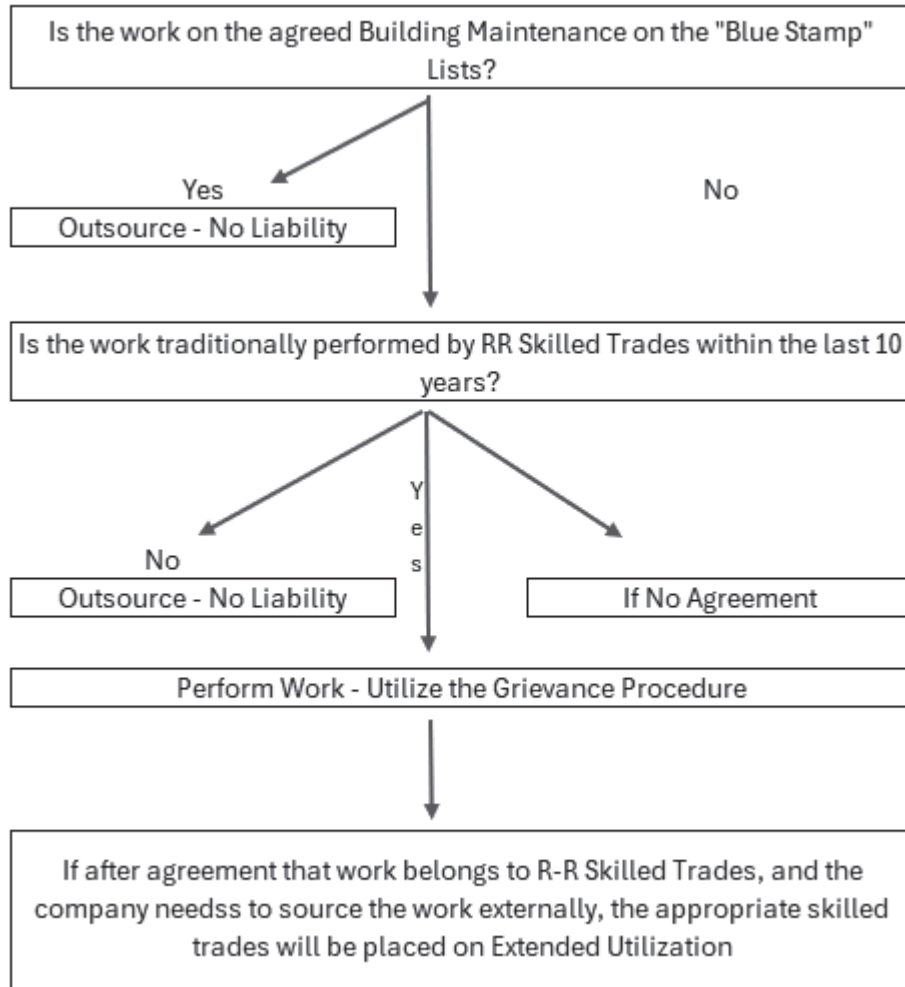
Article III Model Shop



Machine Repair



Building Maintenance



Doc No. 10 Deleted

Doc No. 11 Deleted

Doc. No. 12

VOLUNTARY POLITICAL CONTRIBUTIONS

It is agreed between Rolls-Royce Corporation (Company) and the International Union. UAW (Union) that the following understandings have been reached in connection with the Union's request to make deductions for voluntary political contributions from the paychecks of Company employees represented by the Union.

1. The designated Financial Officer of each Local Union will furnish to Management for each employee for whom a deduction is to be made an Authorization Card signed by the employee containing the following information:

- (a) Name and address
- (b) Plant
- (c) Department Number
- (d) Social Security Number
- (e) Local Union Number
- (f) Amount to be deducted each period

Cards that cannot be processed will be returned to the designated Financial Officer of the Local Union for correction.

2. The Local Union may also elect to have Authorization Cards included in employees' packets to be distributed during Joint Orientation Programs for New Hires.

3. The Company will make such authorized deductions from checks for the first pay period ending in each deduction period, commencing March 2015, and continuing while such authorization is in effect for so long as the Company has an obligation to provide such procedure under the Federal Election Campaign Act. For hourly employees, where no regular payroll check is prepared for the first pay period in the month, the Company will make such authorized deductions from the check for the second, third, fourth or, if applicable, the fifth pay period ending, in that deduction period. Deductions will be made from any checks prepared for the employee through regular payroll processing but will not be made from checks pre-pared through special payroll processing.

4. A deduction not made in one period will not be carried forward to a subsequent month.

5. Each deduction period Local Management will issue a single check for hourly employees, or by electronic transfer where possible, payable to UAW V-CAP care of the International Union for deductions made in the preceding period. Deductions from checks issued subsequent to the first pay period in a deduction period will be remitted to the Union in the following month's normal V-CAP remittance. Overpayment to the Union resulting from cancelled employee authorizations will be recovered in a subsequent period.

6. A computer-generated, machine readable where possible, listing will also be forwarded which will indicate the name, address, payroll location code, local union number, department number, full social security number, and the amount deducted for each employee that pay period. Year-to-date deduction totals for each employee will also be included in the report. The Union will pay the Company each six (6) months, on July 31 and January 31, for the term of the 2015 Rolls-Royce Corporation-UAW National Agreement the following:

- (a) A fee of \$0.075 per participant each six (6) months calculated on the number of participants as of June for the July billing and December for the January billing.

7. The Union will pay the Company the actual costs of initial setup and programming, of general administration, computer and machine time, and of processing new authorization changes or cancellations. Provided however, the Union and Company must agree on these costs prior to the implementation or change in this program.

8. The Company will bill the International Union for the amounts owed pursuant to Paragraph 7 above, which bill shall be paid in the month following the month in which billed.

9. The amounts set forth in Paragraph 7 above may be increased or decreased by the Company from time to time as experience dictates, upon notice to the International Union.

10. Employees who wish to cancel their authorizations for payroll deductions will sign a card supplied by the Union for that purpose. Refunds will be the responsibility of the Union.

11. The designated Financial Officer of the Local Union will collect and forward as one transmittal all signed Authorization Cards and Cancellation Cards for the initial processing and for each period to Management.

12. An Authorization Card that is not revoked by the employee shall continue in effect upon reinstatement to active status in the employing unit pro-vided the employee's record is still being maintained by the employing unit's Payroll Department.

13. The Union will indemnify and hold harmless the Company from any and all liability or claims arising from administrative error resulting from the deductions provided for in this Agreement.

Doc. No. 13
PLANT CLOSING MORATORIUM

February 26, 2020 Mr. John Snow Chairman
Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Mr. Snow:

Subject: Plant Closing Moratorium

As a result of your deep concern about job security in our negotiations and the many discussions which took place over it, this will confirm that during the term of the new Collective Bargaining Agreement the Company has no plans to close any plant, constituting a bargaining unit under the Agreement.

In making this commitment, it is understood that conditions may arise that are beyond the control of the Company, e.g. act of God, and could make compliance with this commitment impossible. Should such conditions occur, the Company will review both the conditions and their impact on the particular location with the Union.

Should it be necessary to close a plant constituting a bargaining unit consistent with our past practice, the Company will attempt to redeploy employees to other locations and, if necessary, utilize the "Special Programs" identified in Document 3 of the Rolls-Royce Corporation- UAW National Agreement or other incentivized attrition programs as agreed to by the parties.

Very truly yours.
Jeff Handy, Human Resources

Doc. No. 14
SPECIAL SKILLED TRADES REPRESENTATION

Where there are 30 or more skilled trades employees (E.I.T., E.I.T.S. Journey person) in any plant on a shift who are not represented by a District Committeeperson who is classified as a skilled trades employee, such employees shall be afforded the opportunity to meet with a Committeeperson who is classified as a skilled trades employee on specific skilled trades issues when they request such representation. The Shop Chairperson shall designate a Committeeperson who is classified as a skilled trades employee to handle specific skilled trades issues for these employees. The specific issues shall include agreements and memoranda on skilled trades, paragraphs 3, 102 or one of the provisions of paragraphs 152 through 183 of the Agreement.

Doc. No. 15
FINANCIAL SECRETARIES - TEMPORARY DELAY OF DUES CHECK-OFF

February 26, 2020 Mr. John Snow Chairman
Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations, the parties discussed situations where the Local Union was required to refund union dues to a large number of employees. This occurred when employees were laid off after a dues deduction had been made but before they had worked sufficient hours to be liable for dues under the UAW Constitution for that month.

The Company advised the Union that in those situations where it is known in advance that a large number of employees (100 or more) are scheduled to be permanently laid off and are not anticipated to work the necessary hours to owe dues under the UAW Constitution, the Financial Secretary may request that the plant delay for one

week the deduction of monthly dues. In similar situations where the number of employees being laid off is less than 100, the Financial Secretary may request that the regular deduction of monthly dues for these employees be suspended. These requests must be submitted to the plant one week prior to the payroll period that monthly dues deductions are made.

Upon request of the Manager, Employee Relations, the payroll department will initiate the required steps to accomplish this procedure.

Very truly yours,
Jeff Handy, Human Resources, [See Par. (4k).(4o),(61c)]

Doc. No. 16
PURCHASING ACTIVITY COMMUNICATION

February 26, 2020 Mr. John Snow Chairman
Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the course of these negotiations, many discussions took place concerning the development of a more efficient communication process with the Rolls-Royce Corporation Purchasing activity, particularly with respect to its role in the sourcing process. To address the Union's concerns in this regard, the Company will provide an orientation meeting with the appropriate members of the Purchasing Activity within 30 days of the effective date of the new Agreement. The purpose of this orientation will be to educate the members of the purchasing organization on the requirements of Document 4 of this agreement and to identify experts within the purchasing organization who will be available to answer questions of the International Union as the provisions of the Sourcing language are implemented and applied.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 17
EXCHANGE OF VIEWS

February 26, 2020 Mr. John Snow Chairman
Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Mr. Snow:

During current negotiations, the parties reaffirmed their recognition of the value of an open and candid exchange of views and ideas between officials of the UAW and Company management. Of particular importance to the Union is a timely exchange of information on major decisions that will significantly impact the employees it represents. As a result of these discussions, when requested, arrangements will be made for the Director of the Aerospace Department of the UAW or his designee to address the Company's top executive officers.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 18

**Interpretation of the Time and One-Half Provisions of the National Agreement Paragraph (85)(a)
(Special Case Caused by Short Shift)**

In the event an employee works more than eight consecutive straight time hours on a shift (exclusive of an unpaid lunch period) under circumstances where the present daily overtime provisions and interpretations would make the time worked in excess of eight hours on that shift payable at straight time, such time worked in excess of eight hours on that shift will be paid for at time and one-half. Any such time worked and paid at time and one-half instead of straight time, will be considered as having been paid at straight time for purposes of computing daily overtime within the 24-hour cycle in which such time worked occurs.

WORKING HOURS

Example: Special Case Caused by Short Shift

D - Calendar Day HW - Hours Worked ST - Straight Time T1/2 - Time and One-Half
DT - Double Time PH - Pay Hours

D	From	D	To	HW	ST	T1/2	DT	PH	Remarks
S	7:00 AM		3:30 PM	8			8	16	
M	6:00 AM		3:30 PM	9	8	6:00A-7:00A		9.5	
T	6:00 AM		3:00 PM	5.5	4.5	6:00A-7:00A		6	(1)
W	6:00 AM		3:30 PM	9	8	2:30P-3:30P		9.5	(2)
TH	6:00 AM		3:30 PM	9	8	6:00A-7:00A		9.5	
F	6:00 AM		3:30 PM	9	8	6:00A-7:00A		9.5	

1. Sent home or excused by Management.
2. Under G-153 and G-208, all 9 hours would be at ST. Under the 1967 interpretation, the hour from 2:30 to 3:30 p.m. would be at T 1/2 but would be counted as a straight time hour for purposes of computing daily overtime for the 24-hour cycle from 7:00 a.m. Wednesday to 7:00 a.m. Thursday.

Doc No. 19

**Interpretation of Working Hours Section
(Delayed Starting Time on Sunday Night)**

In negotiations, the Union has cited the following examples:

An employee is scheduled to start work at 12:01 a.m. on Monday and at 10:30 p.m. for the rest of the week. The first eight hours beginning at 12:01a.m. Monday were paid at straight time.

An employee starts a week at 10:30 p.m. Monday. This shift is also worked Tuesday night, Wednesday night, Thursday night, and Friday night. The shift beginning 10:30 p.m. Saturday may or may not be worked. The employee is brought in Sunday night but instead of starting at the usual time of 10:30 p.m., the starting time is delayed until 12:01 a.m. Monday. The next week is then started at the usual time of 10:30 p.m. Monday. The first 8 hours beginning at 12:01 a.m. Monday were paid at straight time.

The Company advised the Union that in these and similar cases, the shift that starts at 12:01 a.m. on Monday will be considered a Sunday shift and paid at double time. The employee's 24-hour cycle shall be considered to have started at 10:30 p.m. Sunday night.

[See Par. (82),(86)]

Doc No. 20
Interpretation of Working Hours Section
(Special Double Time Case)

During negotiations the Union has cited a situation in which a third shift employee worked seven shifts in the week and received no double time under the following circumstances.

Example #1

The employee worked the first five days of the week beginning each day at the regular shift starting time. The employee's sixth shift was advanced from 12:01 a.m. Saturday to 11:00 p.m. Friday and the employee then worked eight hours. The seventh shift was advanced from 12:01 a.m. Sunday to 11:00 p.m. Saturday.

Example #2

The employee worked the first five days of the week beginning each day at the regular shift starting time. Then the employee's sixth shift was advanced from 12:01 a.m. Saturday to 11:00 p.m. Friday and eight hours were then worked. The seventh shift was advanced from 12:01 a.m. Sunday to 3:30 p.m. Saturday.

The Company advised the Union that if this or other such cases occur where the starting time of the employee's seventh shift is advanced from Sunday to Saturday, the employee involved will be paid at double time for the hours worked by the employee on the seventh shift worked even though the shift starting time falls on Saturday.

[See Par. (86)]

Doc No. 21
Interpretation of Working Hours Section
(Special Protracted Work Period Case)

During negotiations, the Union cited a situation in which an employee worked for a continuous period of more than twenty-four (24) consecutive hours where the hours worked in excess of twenty-four (24) were paid for at straight time.

The Company advised the Union that in such a case, those continuous hours worked in excess of twenty-four (24) will be paid for at the rate of time and one-half unless such hours would otherwise be paid for at a higher premium pursuant to the provisions of the Working Hours Section of the Agreement. Any such time worked and paid at time and one-half instead of straight time, will be considered as having been paid at straight time for purposes of computing daily overtime within the 24-hour cycle in which such time worked occurs.

[See Par. (85)(a)-(c),(86)]

Doc No. 22
NOTICE TO LAID OFF EMPLOYEES OF ANTICIPATED RECALL

Date: February 26, 2015
Subject: Notice to Laid Off Employees of Anticipated Recall
To: All General Managers, All Human Resource Directors

As a part of current negotiations, Rolls-Royce Corporation informed the International Union, UAW that the following letter concerning Notice to Laid Off Employees of Anticipated Recall would be published. The text of that letter is as follows:

"During negotiations, the parties discussed at length the problems involved in recalling large masses of employees back to work from lay-off in situations such as the addition of a shift at a plant. Both parties recognized

the mutual interest that would be served by the local management notifying laid off seniority employees in advance of such known mass recalls to facilitate the orderly recall when it in fact occurs.”

“Accordingly, when mass recalls are anticipated sufficiently in advance at a local plant, local management and the local union should discuss the matter of a pre-recall notification to employees in an attempt to arrive at a mutually satisfactory method to implement the notice.”

“It is mutually recognized that such notice or lack of notice will be without prejudice to either party in the application of any terms of the Agreement or any local agreements. Moreover, any agreement reached with respect to advanced notice of anticipated recall will not be cited or relied upon by an employee or the union or the management as a basis for a claim for or denial of back pay.”

[See Par. (64)(c)]

Doc No. 23
RELIEVING EMPLOYEE FOR COMMITTEEPERSON DISCUSSION

Consistent with the purpose of the Grievance Procedure, a rule of reason should be applied in determining whether an employee should be excused from the job in order to confer with the Committeeperson handling the employee’s grievance. A rule of reason should likewise be applied when, due to production difficulties, excessive absenteeism, or other emergencies, it will not be possible to immediately relieve the employee from the job. On many jobs discussion between the employee and the Committeeperson is entirely practical without the necessity for the employee being relieved. On the other hand, an employee working in an excessively noisy area should be permitted a reasonable period of time off the job and a suitable place in which to discuss the grievance with the Committeeperson. This shall not interfere with any local practice which is mutually satisfactory.

[See Par. (5),(19),(30)]

Doc. No. 24
REPRESENTATION DURING MANAGEMENT MEETINGS

February 26, 2020 Mr. John Snow Chairman
Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During current negotiations, the Union expressed concern that the increased requirements on the Committeepersons’ time for attendance at management meetings was, on occasion, preventing employees from receiving representation in a timely manner.

In this regard, the Company and the Union agreed that when such a situation exists, the local parties will allow the Alternate District Committeeperson to handle current grievances until such time as the District Committeeperson becomes available. In the case of District Committeepersons who are also members of the Shop Committee pursuant to Paragraph (11) of the Agreement, the local parties will allow their Alternate District Committeepersons to handle current grievances during the period that such District Committeeperson is legitimately involved in meeting with Management at Step Two and Step Three of the Grievance Procedure or during other mutually agreed upon local contract negotiations meetings.

Any problems in this area should be raised with the International Union UAW or with the Labor Relations Staff.

Very truly yours, Jeff Handy, Human Resources. [See Par. (25)]

Doc. No. 25

UAW-ROLLS-ROYCE CORPORATION JOINT ADAPT (ACCOMMODATING DISABLED PEOPLE IN TRANSITION) (FORMERLY JOB PLACEMENT PROCESS)

February 26, 2020 Mr. John Snow Chairman
Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations, the parties discussed issues regarding the UAW-Rolls-Royce Corporation Joint ADAPT (Accommodating Disabled People in Transition) Process (formerly Job Placement). The parties agree this process was designed to enable employees with disabilities to be retained at work or returned to work from a sick leave or worker's compensation leave and be placed on jobs within their physical restrictions, while complying with applicable provisions of the Local and National Agreements. The parties further agree that the ADAPT process will be used in returning employees to work who are able to do meaningful work.

The process will be administered at the plant level in accordance with existing National Guidelines. Problems not resolved at the plant level will be communicated to the National Parties for resolution.

Very truly yours, Jeff Handy, Human Resources

Doc. No. 26

February 26, 2020 Mr. John Snow Chairman
Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the course of current negotiations, the parties discussed programs currently utilized in other UAW represented locations focused on the subjects of Workplace Violence Prevention and Critical Incident Response.

This letter is intended to document the understandings reached by the parties during these negotiations to jointly study and implement a process to address Workplace Violence Prevention and Critical Incident Response.

The starting point for implementing these initiatives is to assemble a local emergency planning committee to address both of these subjects. The Committee should be coordinated or chaired by a representative of the Company and include representatives from EAP, the plant medical staff and Security. This Committee will focus on methods of enhancing efforts to develop the protocol for dealing with risks and/or acts of violence.

It is believed that these efforts will reduce the risk of workplace violence and improve the response to critical incidents.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 27

Memorandum of Understanding Regarding Drug Testing

During National Negotiations, the parties discussed at length the worsening drug problems in our country and the rising incidence of chemical dependency. Chemical dependence on the part of employees impacts the workplace in terms of quality, productivity, and effectiveness of operations, while threatening the safety and well-being of both the chemically dependent employee and his/her co-workers. As a result, the parties agreed to

institute a screening program and to periodically review it during the term of the agreement and make adjustments to it, deemed appropriate. This memorandum reflects such screening program and adjustments to it.

(A) Process

Employees may be screened for substance abuse (alcohol and drugs) in the following instances:

1. As part of a return-to-work physical for employees returning from substance abuse related sick leaves of absence.
2. As required by law: such as, F.A.A., D.O.T. and D.O.D.
3. When there is reasonable suspicion that an employee is in an unsafe condition.

All testing and reporting will be conducted in accordance with the guidelines established by the Department of Health and Human Services.

(B) Implications

1. An individual who tests positive under A.1. and A.2. will be handled in the following manner:
 - (a) **FIRST POSITIVE:** The employee will be deferred from working for approximately two weeks and scheduled for follow testing. EAP services are to be offered to the employee and employee is to be referred to the CDR. The employee will automatically be subject to further unannounced screening for a period of three months.
 - (b) **SECOND POSITIVE:** The employee will again be deferred from working for approximately two weeks and scheduled for follow-up testing. EAP services are to again be offered to the employee and the employee is to be referred to the Central Diagnostic and Referral agency (CDR). The employee will automatically be subject to further unannounced screening for a period of six months.
 - (c) **THIRD POSITIVE:** The employee will be discharged regardless of prior disciplinary record or length of service. Grievances protesting irregularities in the testing procedure may be taken through the grievance's procedure: however, extent of penalties arguments are not subject to the Umpire's discretion.
2. An individual who tests positive in accordance with A.3. will be handled in the following manner:
 - (a) An employee who tests positive will be offered an interview in line with Paragraph 76 of the National Agreement. The penalty will be balance of shift plus two weeks. Upon returning to work, the employee will be subject to mandatory, unannounced, random testing for a period of six months. It is further understood that the employee is not exempt from testing based on reasonable suspicion during this period.
 - (b) If the employee tests positive prior to the violation being removed from his/her record, the employee will be offered an interview in line with Paragraph 76 of the National Agreement. The penalty for these violations may be discharge.

C. Administration

1. All positive test results will be subject to a mutually agreed to third party evaluation upon request of either party. Problems selecting a third party may be referred to the National EAP Committee. Employees who refuse to be tested will be treated as though they had tested positive.
2. Employees who refuse to be tested will be treated as though they had tested positive.
3. Once terminated, in accordance with A.1. or A.2., if the employee satisfactorily documents to local management and local union Six months continuous sobriety, within the 60 months following discharge, the employee will qualify for placement on the rehire list.

Doc No. 28
DRUG TESTING- FEDERALLY MANDATED

February 26, 2020 Mr. John Snow Chairman
Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

Re: Federally Mandated Drug Testing

During these negotiations, the parties discussed the subject of drug testing mandated by the Department of Transportation, the Federal Aviation Administration, Department of Defense and the handling of positive drug test under this legislation.

It is the Company's intent to continue the practice of removing employees who test positive from the covered job.

If an employee who is required to be tested by law, tests positive then transfers to a non-covered classification, the employee will be removed from the drug testing pool and will not be subject to further drug testing except in the case of a return from substance abuse related sick leave. Such employees will not be returned to a covered job until submitting to a further drug screen and testing negative. The parties will discuss and develop a process for the placement of employees who have tested positive and wish to be placed in an assignment involving the use of motorized equipment requiring a license.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 29
PERSONNEL PRACTICES

February 26, 2020 Mr. John Snow Chairman
Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the negotiations the subject of personnel practices with different application to hourly and salaried employees was again discussed as an area giving rise to the appearance of a "double standard" of treatment. To this end, it was agreed to republish the text of the following letter on the subject of such personnel practices:

"During these negotiations, the Union expressed concern regarding certain plant personnel practices that have different application to salaried and hourly employees. It was stated that such practices may adversely impact employee attitudes thereby affecting union-management efforts to improve local operations and the work environment."

"The Company responded by describing the many innovative and varied approaches taken by the parties to address these issues."

"Accordingly, it was agreed that such matters are more appropriate for discussion by the parties as part of their continuing efforts to establish a work environment and relationship characterized by mutual respect and trust."

Very truly yours,
Jeff Handy, Human Resources

Doc No. 30
ROLLS-ROYCE CORPORATION EQUAL OPPORTUNITY EMPLOYMENT POLICY

February 26, 2020 Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Mr. Snow:

The following is the text of the written and published policy of Rolls- Royce Corporation in employment:

“The policy of the Company is to extend employment opportunities to qualified applicants and employing on an equal basis regardless of an individual’s age, race, color, sex, religion, or national origin.”

“Hiring and employment practices and procedures implementing this policy are the responsibility of the employing units. However, these practices, procedures and decisions are to be, at all times, in conformity with the Company Equal Opportunity Employment Policy.”

Very truly yours,

Jeff Handy, Human Resources, (See Preface. Par. (6a), (63),(153)) (See Doc. 31, 32, 33, 99)

Doc No. 31
EQUAL APPLICATION COMMITTEES-NATIONAL AND LOCAL

February 26, 2020 Mr. John Snow Chairman
Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Mr. Snow:

For many years the Company and your Union, in their respective fields, have been leaders in adopting and effectuating policies against discrimination because of race, color, religion, age sex, national origin, handicap and sexual harassment and to this end the parties have expressly incorporated Paragraph (6) in their Agreement that both ensures adherence to that principle in all aspects of employment at Rolls-Royce Corporation and provides the contractual grievance and arbitration procedure for the resolution of alleged violations of that principle.

The parties recognize the desirability of increased communication and cooperative effort on this subject (1) to encourage employees and grievance representatives to use the grievance and arbitration procedure as the exclusive method for prompt resolution of all claims of violations of Paragraph (6), (2) to determine the cause of such claims in order to reduce the probability of these claims arising or recurring, and (3) to maintain liaison with appropriate federal and state civil rights agencies for the following purposes: (a) to increase understanding, (b) to promote and encourage the use of the grievance and arbitration procedure in order to avoid multiplicity of litigation in many forums simultaneously which is frequently time consuming, contradictory and hence, nonproductive to relieving employee problems. (c) to seek solutions to mutual problems, (d) to relieve tensions in this area, and (e) to exchange information, expertise and advice.

Accordingly, the parties agree to establish within thirty (30) days of the ratification of the Agreement dated today an Equal Application Committee.

The Equal Application Committee will be composed of two (2) representatives of the Union, one of whom will be a member of the International Union’s Civil Rights Committee, or a designee, and two (2) representatives of the Company, one of whom will be active in the Company’s equal employment opportunity programs. The Committee will meet as frequently as is mutually deemed desirable or necessary and its functions shall be the following:

- (a) Review and discuss ways and means of encouraging employees and grievance representatives to use the grievance and arbitration procedure as the exclusive method to resolve claims of violations of Paragraph (6).
- (b) Conduct or arrange for investigations and /or studies into the cause of equal employment opportunity and discrimination problems and tensions in an attempt to prevent such problems from arising or recurring.
- (c) Maintain liaison with appropriate federal and state agencies for purposes set forth in the second paragraph of this letter.
- (d) Review and discuss ways and means of implementing Rolls- Royce Corporation's policy regarding employment of the handicapped.
- (e) Recommend ways and means of promoting use of the grievance procedure as the exclusive method for resolving claims of violations of Paragraph (6a).
- (f) Suggest guidelines for Union and Company representatives active in the grievance procedure in the proper and prompt handling of grievances alleging such claims.
- (g) Recommend a means for determining the cause of equal employment opportunity and discrimination problems and tensions in the plant.

Where the Chairperson of the Civil Rights Committee of the Local Union is an employee of the Plant wages will be paid for time spent attending the quarterly meetings.

Copies of the minutes from these meetings will be made available to the Union.

The parties continue to recognize their legal and moral responsibility for assuring that all Rolls- Royce Corporation employees have equal employment opportunities and freedom from discrimination as set forth in Paragraph (6) of the Agreement. Consequently, the function of the Equal Application Committee shall be advisory, consultative and cooperative. While the Company and the Union will welcome the recommendations the Committee may make, the Committee may not commit either party to a specific course of action. However, the Union agrees that it will encourage its members to utilize the grievance and arbitration procedure as the means of resolving claims or complaints against the Company which allege a violation of Paragraph (6).

Very truly yours,
 Jeff Handy, Human Resources, [See Doc. 30,32,33,99]

Doc No. 32
ROLLS-ROYCE CORPORATION POLICY REGARDING EMPLOYMENT OF THE HANDICAPPED

February 26, 2020 Mr. John Snow Chairman
 Local 933
 2320 South Tibbs
 Indianapolis, Indiana 46241

Dear Mr. Snow:

The following is the text of the written and published policy of Rolls- Royce Corporation regarding employment of the handicapped.

"The policy of the Company is to make reasonable accommodation to the limitations of qualified handicapped persons and to extend employment opportunities to such persons taking into account the needs of the business and financial cost and expenses."

“Hiring and employment practices and procedures implementing this policy are the responsibility of the employing units. However, these practices, procedures and decisions are to be, at all times, in conformity with the Company Policy Regarding Employment of the Handicapped.”

Consistent with the foregoing policy, the requirements of Section 503 of the Rehabilitation Act of 1973 and the Americans with Disability Act and the rules and regulations promulgated there under, Rolls-Royce Corporation represents that it will affirmatively act to employ, advance in employment and otherwise treat qualified handicapped individuals without discrimination based upon their physical or mental handicap in all employment practices.

Very truly yours,
Jeff Handy, Human Resources, [See Par, (6)] [See Doc. 30,31,33,99,107] 202

Doc No. 33
ROLLS-ROYCE CORPORATION POLICY REGARDING EMPLOYMENT OF DISABLED VETERANS AND VETERANS OF THE VIETNAM ERA

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

The following is the text of the written and published policy of Rolls- Royce Corporation regarding employment of disabled veterans of the Vietnam era:

“The policy of the Company is to make reasonable accommodation to the limitations of qualified disabled veterans and to extend employment opportunities to disabled veterans and veterans of the Vietnam era taking into account the needs of the business and financial cost and expense.”

“Hiring and employment practices and procedures implementing this policy are the responsibility of the employing units. However, these practices, procedures and decisions are to be at all times, in conformity with the Company Policy Regarding Employment of the Disabled Veterans and Veterans of the Vietnam Era.”

Consistent with the foregoing policy, the requirements of the Vietnam Era Veterans Readjustment Assistance Act of 1974 and the rules and regulations promulgated hereunder, Rolls- Royce Corporation represents that it will take affirmative action to employ, advance in employment and otherwise treat qualified disabled veterans of the Vietnam era without discrimination based upon their physical or mental handicap in all employment practices.

Very truly yours,
Jeff Handy, Human Resources, [See Par.(6)] [See Doc. 30,31,32,99]

Doc No. 34
REVIEW PERSONNEL RECORDS

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations, the Union expressed concern regarding the rights of employees to review their personnel records.

This will confirm that the rights to review individual personnel records will be extended as a matter of policy to Rolls-Royce Corporation employees. It is also understood that employees must make an appointment through Rolls-Royce North America Shared Service Center to view their personnel file.

Very truly yours, Jeff Handy, Human Resources, [See Par. (76a)]

Doc. No. 35
SELECTION OF EMPLOYEES-IN-TRAINING

The parties have as a mutual objective maximizing employment opportunities for minorities and women as employees-in-training in skilled trades classifications. The parties recognize the applicable laws governing the selection of individuals as employees-in-training in the skilled trades is undergoing continuing development and refinement.

The parties, therefore, agree as follows:

- (a) The Rolls-Royce Corporation-UAW Skilled Trades and Apprentice Committee shall review the utilization of minorities and women as employees-in-training in skilled trades classifications to determine whether obstacles exist to the achievement of a more representative utilization of such employees who are qualified and interested in skilled trades work.
- (b) Where such obstacles are determined to exist, the Rolls-Royce Corporation-UAW Skilled Trades and Apprentice Committee shall agree upon appropriate action to remedy particular situations or to establish various methods of selection including, where practicable, the establishment of special pre-EIT training programs to further equal employment opportunity for minorities and women in the employee-in-training program.

Doc. No. 36 Deleted

Doc No. 37
RESOURCE AND REFERRAL SERVICES - WORK/FAMILY PROGRAM

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations, the parties discussed matters relating to the Resource and Referral Services-Work/Family Program. The parties sought to integrate childcare and elder care into a comprehensive program, and to make those resources available to active UAW-represented employees. To that end, the parties have agreed to a childcare and elder care Resource and Referral Services- Work/Family Program for active employees.

This Program is designed to assist employees in finding and selecting quality childcare, and elder care which meets their individual needs and provides information to make them more informed consumers of childcare and elder care services.

Under the direction of the Executive Board-Joint Activities, the parties will be responsible for program development, determination of delivery methods, coordination and evaluation. Funding will be provided by Joint Training Funds.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 38
ORIENTATION PROGRAM

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the course of current negotiations Rolls-Royce Corporation and the International Union, UAW reaffirmed their commitment to the Rolls-Royce Corporation–UAW Orientation Program. The details of the orientation program are as follows:

“Men and women enter the work force today with little or no knowledge of what is expected of them as employees and as union members in a unionized, industrial plant community. Many of them have not been adequately prepared to cope with industrial situations in which they suddenly find themselves.”

“New employees come to Rolls-Royce Corporation with little or at best incomplete information about their employer and their union. They have little knowledge of the extensive economic benefits available to them as agreed upon in collective bargaining between the UAW and Rolls-Royce Corporation over a period of more than thirty years.”

“Many new employees may be unaware of the commitment of Rolls- Royce Corporation and the UAW to fair employment practices and to the application of the Agreement to all employees without regard to race, color, creed, age, sex or national origin. They are not familiar with basic contract provisions covering such subjects as transfers, promotions, shift preference and seniority. They may be unaware of the opportunities for advancement to highly paid skilled trades jobs through the Apprentice and EIT programs. They tend to be unfamiliar with the obligations of the employee to his job, to the union and to his employer. Many are unaware of the importance of regular attendance, quality workmanship and the need for cooperation by all in getting the job done. Too often they are unacquainted with the various procedural matters related to their job and their relationship to their union and their employer.”

“New employees usually have little knowledge of the long history of the UAW and of the administrative structure of the UAW at the International and local union levels. They do not understand about their relationship to the union, about the initiation fees and dues requirements and their rights within the union contained in the UAW Constitution and guaranteed by right of appeal to the Union’s Public Review Board.”

“Frequently, they have never seen the inside of a manufacturing plant before and are unfamiliar with the operations, the nature of the product and how it is used.”

“You have underscored these realistic considerations in our recent discussions. You have indicated that this may explain to some extent the high turnover and absenteeism being experienced in industry today among the new work force. And you have suggested that a properly developed and conducted orientation procedure designed to create an ‘awareness of the dynamics of the labor-management relationship, and the years long effort to build a community of interest in resolving labor-management problems through orderly procedures...’ might serve the best interest of the employees, the UAW and Rolls-Royce Corporation.”

“Accordingly, pursuant to the Union’s suggestion, the Company will, in cooperation with the International Union, undertake development of a joint pilot orientation program to be presented to new job applicants prior to the time they start their new jobs.”

“The content of the orientation program would be developed by the Company and the International Union and utilized when significant numbers of new employees are being hired.”

“The Company and the International Union would determine how the various portions of the orientation program would be implemented. Some subjects might most appropriately be presented by a management representative, some by a Union representative, and others by both Management and Union representatives.”

“The orientation program would not be subject to the grievance procedure and could be terminated at any plant by either the International Union or the Company, in the event that the program at the plant was not being carried on in a manner consistent with the purpose and intent of the program as established by the national parties. The joint orientation program would be limited to those subjects agreed to by the Company and the International Union and the establishment of such a program would not limit any other communication by Management with its employees or by the Union with its members.”

Very truly yours,
Jeff Handy, Human Resources

Doc No. 39

MEMORANDUM OF UNDERSTANDING EMPLOYEE ASSISTANCE PROGRAM

Rolls-Royce Corporation and the International Union express their determination to work jointly with personal problems including substance abuse and mental health among Rolls-Royce Corporation workers and their families.

Alcoholism and drug dependency is recognized by medical, public health authorities, Rolls-Royce Corporation and the UAW as a disease. These diseases can impair workers' ability to function in their lives and on their jobs. Alcoholism and drug dependency as well as other personal problems contribute to increased absenteeism and tardiness and deterioration of job performance. This in turn disrupts work schedules with consequent dissatisfaction among the majority of workers who are sincerely trying to do conscientious jobs. The combination of factors is recognized as having a potentially damaging effect on plant efficiency and endangers the job security of the worker.

The causes of personal problems including alcoholism, drug dependency and mental health are not well understood, and cures are difficult. Nonetheless, Rolls-Royce Corporation and the UAW believe that constructive measures are possible to deal with these problems which can be a major cause of family breakdown and violence in the community.

Rolls-Royce Corporation and the International Union agree that the UAW-Rolls-Royce Corporation Employee Assistance Program should be used to provide all EAP services for all UAW represented employees.

I. Objective

The objectives of this joint effort are to help employees, and their family members develop healthier life styles and enhance the effectiveness of the workforce. Further, the purpose of this program is designed to help prevent the development of personal problems and provide access for treatment and after care for those already affected.

Rolls-Royce Corporation and the International Union acknowledge that neither local management nor the local union working alone can always provide the level of motivation required by employees experiencing personal problems. As a result, joint efforts are imperative in encouraging the employee to seek EAP services, as needed, to respond successfully to treatment, and to maintain a resolve to avoid further personal problems.

II. Guidelines for Administration

Responsibility for directing and coordinating these efforts will be the principal function of the Rolls-Royce Corporation/UAW Employee Assistance Program Committee. The Committee will be comprised of an equal number of representatives from the respective organizations and will be co-chaired by the Vice President, Human Resources of Rolls-Royce Corporation and the Vice President and Director of the Aerospace Department of the UAW, or their designated representative(s). This Committee will engage in joint efforts and function administratively in consultation with an EAP Committee comprised of local management and local union personnel which will review the efforts of the local EAP team on a regular basis. The Committee will meet regularly for the purpose of reviewing the administration and operation of the UAW-Rolls-Royce Corporation Employee

Assistance Program, resolving issues not otherwise resolved and providing direction and consultation to the local EAP Committee.

In this regard it is important to:

1. Generate a climate at the plant level which will eliminate the effects of the social stigma associated with mental disorders, alcoholism and drug dependency, and other personal problems which act as a barrier to employees seeking help to resolve personal problems
2. Exercise their best efforts toward the objective of earlier identification and motivation of the employee to accept EAP services
3. Assure confidentiality in working with the employee
4. Develop and disseminate educational and informational materials for use at the plant level.

III. Local Employee Assistance Program Administration

The local EAP Committee consists of Key Four. It will be the responsibility of this Committee to review on a periodic basis the local Employee Assistance Program.

Rolls-Royce Corporation and the International Union will designate representatives of local management and representatives of the local union to work jointly on these problems. Among the responsibilities of the local EAP team are:

1. Work with providers to identify community resources for inclusion in the referral network. Where facilities are inadequate or unavailable, undertake efforts to improve the situation.
2. Help employees and family members understand that they may consult on a confidential basis with the local EAP team, or a provider or treatment facility within the providers network concerning their problem.
3. Arrange for the local union benefits representative to be available to explain to the employee and others who may be involved the extent to which recommended treatment qualifies for payment under the Rolls-Royce Corporation Health Care Program.
4. Establish and maintain active aftercare and follow-up programs. Help employees understand the therapeutic benefits of self-help groups and engage EAP participants in these group activities.
5. Monitor program use and assist in the evaluation of Vendor's performance

Rolls-Royce Corporation and the International Union acknowledge that:

1. Nothing in this statement is to be interpreted as constituting any waiver of Management's responsibility to maintain discipline or the right to invoke disciplinary measures in the case of misconduct which may result from or be associated with the use of alcohol or drugs or personal problems. The union may exercise its right to process grievances concerning such matters in accordance with the Rolls-Royce Corporation-UAW National Agreement
2. During or following treatment the employee should not expect any special privileges or exemptions from standard personnel practices; and
3. When a leave of absence is necessary so that an employee may undergo medical treatment for alcoholism or drug dependence or personal problems in or from an appropriate facility in accordance with this program, and when the employee has voluntarily submitted to such treatment and provided the employee has unbroken seniority, sick leave of absence will be granted pursuant to the National Agreement and the employee will be eligible for benefits in accordance with the Rolls-Royce Corporation Health Care and Life Disability Benefits Programs as negotiated with the International Union.

IV. Additional Understandings

During the course of 2015 Negotiations, the parties held extensive discussions over a wide range of EAP subjects. The following represents the highlights of those discussions, and the commitments arrived at between the parties.

1. A key ingredient in combating personal problems lies in education, early identification and early intervention. Accordingly, the National Employee Assistance Program Committee has developed a comprehensive education and training program directed at all levels of local management, local union, and the work force. Administrative costs of the program will be funded by the Executive Board-Joint Activities (Key 4).
2. The UAW-ROLLS-ROYCE CORPORATION Employee Assistance Program and its standards were used as templates for the Rolls-Royce Corporation-UAW EAP Program. Those standards are incorporated by reference into the terms of this Memorandum, including revisions or modifications the parties may make in the future. Problems related to the implementation of these standards will be brought to the attention of the UAW- Rolls-Royce Corporation Employee Assistance Committee for resolution.
3. The Employee Assistance Program Committee will continue efforts towards facilitating the professional development of individual plant EAP Representatives. In line with professional development, the parties commit to expand professional development efforts to include mandating certifications of EAP Representatives.

V. Drug Testing

Because of the recent emergence of a substantial body of legislation requiring drug testing of many of the Company's employees, both represented and non-represented, the parties have had extensive discussions surrounding drug testing and have agreed to the following.

1. All drug testing performed will be conducted in accordance with applicable laws mandating or regulating such testing, such as, Federal Aviation Administration, Department of Transportation, or Department of Defense.

VI. Conditions of Employment Guidelines-For those Employees in the Employee Assistance Program Whose Seniority has been Broken

When Employee Assistance Program participants or other employees suspected of being in need of EAP services return to work, the following can be agreed upon between the bargaining unit representative, Labor Relations, the EAP team.

The specific items to be included will depend on the individual case and should be developed to meet the particular circumstances.

1. Accordingly, items one through five may be recommended for inclusion in a condition of continued employment by the joint EAP team.
2. Participation in in-plant self-help meetings. Length of participation that will be required and frequency of meetings can be either specified in advance or left up to the discretion of the EAP team.
3. Participation in outside self-help groups and mandatory completion of an aftercare plan which might include Antabuse recommended by a treatment facility and monitored by the EAP team.
4. Mandatory cooperation in follow-up and monitoring for a period of time specified by EAP team members.
5. Periodic scheduled urine screening when it is felt this procedure could be of value in monitoring and encouraging abstinence. In cases of positive findings, the results must be confirmed by a second testing method.
6. A specific period of total non-use of alcohol or other drugs can be agreed to between the parties. The EAP team must concur with this probationary period which is defined as not less than six months, or more than

two years and it must be understood by all parties that resumed use could result in termination of employment during this period.

The above items (one through five) will be administered jointly by the EAP team for those employees returning under these conditions. Any conditions of continued employment agreed to by Management, the Union and the employee are considered contractually binding, and non-compliance could result in disciplinary action up to and including discharge. The employee's previous disciplinary record and action which may be taken for further misconduct will be matters reserved to the actual settlement of any grievance(s) involved and/ or will be resolved between the bargaining unit representative and Labor Relations.

The seniority status of the employee must be specified as either a new hire or reinstatement of former seniority. If seniority is reinstated, all rights and privileges which would normally accrue in line with the reinstated seniority under the terms of the national or local agreement must be granted.

Doc. No. 40
QUALITY NETWORK

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the course of 2015 negotiations, Rolls-Royce Corporation and the International Union, UAW held extensive discussions about the subject of product quality. There is ongoing recognition on the part of both parties to the Agreement that the cornerstone of job security for all Rolls-Royce Corporation employees is the production of highest quality, customer-valued products. This is reflected in the extensive efforts both parties have devoted to the subject of quality both on the national and local level, exemplified by the formation and institution of the UAW- ROLLS-ROYCE CORPORATION jointly developed Quality Network, which the parties have determined to be applicable in its basic form to Rolls-Royce Corporation, with revisions where it is mutually determined to be necessary.

The parties also discussed employees having an opportunity to raise product quality concerns in the course of carrying out their required work assignments. It is recognized that such concerns require proper attention and response in the spirit of being potentially valuable contributions to product quality improvement.

During the term of the 2015 Rolls-Royce Corporation-UAW negotiations, the parties recommitted themselves to the successful implementation of the Quality Network, a jointly developed quality strategy emphasizing customer satisfaction and enthusiasm, continuous quality improvement and elimination of waste in the manufacture of products and services provided serving to enhance job security for all employees.

During the term of the 2015 Rolls-Royce Corporation-UAW Agreement, the parties recognized the need to focus the Quality Network to immediately improve product quality to become "best in class" in all products and services. As a result, the parties, at the direction of the National Rolls-Royce Corporation/UAW Quality Council, restructured the process and implemented, or are in the process of implementing the following:

- A Rolls-Royce Corporation/UAW Quality Council co-chaired by the President of Rolls-Royce Corporation and the Vice President and Director of the UAW Aerospace Department or his designee was established. The Quality Council membership includes the Rolls-Royce Corporation Operating Committee and designated UAW Leadership. The Rolls-Royce Corporation/UAW Quality Council will meet as often as mutually determined by the co-chairmen. The Rolls-Royce Corporation/UAW Quality Council, in addition to providing direction and support for Quality Network activities, will review Rolls-Royce-wide new management quality or productivity improvement programs potentially involving UAW represented employees. This review will provide the UAW with opportunity to comment on management's plans and to discuss the Union's support and involvement. It is Management's desire to implement all such quality improvement processes cooperatively with UAW leadership at all levels.

Similar reviews and opportunities for involvement in Management quality or productivity improvement programs involving UAW represented employees will be provided at appropriate Rolls-Royce Corporation Key 4 meetings. This review will assure the UAW opportunity to comment on management's plans and to discuss the Union's support and involvement.

- Such new quality or productivity improvement programs implemented, which potentially have company-wide application will be forwarded to the Rolls-Royce Corporation/UAW Quality Council co-chairs for review and approval at the next scheduled Quality Council meeting. If approved as a Company-wide program, training and/or instructional materials will be evaluated and finalized by such co-directors for inclusion in the UAW/Rolls Royce Corporation Quality Network training materials.

In order to provide for meaningful discussions, regular meetings as set forth below will be scheduled by the Quality Council co-chairs at the Local Quality Council consistent with the direction provided by the Rolls-Royce Corporation/UAW Quality Council. Attendance by both co-chairs is required in order to maintain organizational focus on continuous quality improvement and on-going communications.

- The Rolls-Royce Corporation/UAW Quality Council will determine the appropriate composition of the Local Quality Council so as to provide opportunities for interaction and exchange between Rolls-Royce Corporation and UAW leadership around the issues governed by the Quality Network.
- The Local Quality Council will meet a minimum of four times per year. The Roll-Royce Corporation Executive Vice President of Business Operations, along with the assigned UAW International Servicing Representative from the Aerospace Department will co-chair these scheduled meetings. The co-chairs will determine the membership for such Quality Council meetings.
- The Operations Quality Council will meet a minimum of once per month and shall consist of the following: President of the Local Union, Shop Committee Chairperson and members of the Shop Committee, UAW Regional Servicing Representative, Vice President of Operations, Director of Human Resources, Vice President of Quality and other appropriate Management Representatives, the UAW Joint Activities Representative, and UAW representative performing the UAW Quality Network functions, who has been appointed by the Vice President and Director of the UAW Aerospace Department. Management representatives will be assigned and have authority to perform the required management Quality Network representatives. It is recognized that the duties of the person performing Quality Network Representative functions are to assist in the implementation of the Quality Network process and related action strategies as directed by the Operations Quality Council. Additionally, the Quality Network Representatives will support the principle that all employees have a responsibility for product quality by exercising due care and diligence in performing their duties.
- Minutes of all meetings will be taken and distributed to members of the Quality Council.
- Quality Network Representatives Workshops may be scheduled during the term of this Agreement as determined by the Vice President and Director of the UAW-Aerospace Department and the Vice President of Human Resources.
- The Operations Quality Council will implement a process for employees to voice their product quality concern(s),
- independent of the grievance procedure, for timely resolution of such concerns based on the following:
 - Employee/Supervisor discussion to attempt to resolve concern, consulting as required with plant quality resources.
 - If unresolved, the District Committeeperson, if requested, will assist in the resolution of the employee's concern.
 - The supervisor and/or District Committeeperson may request the assistance of the Quality Network Representatives to participate in the resolution of the concern.

- Thereafter, if unresolved, the concern will be discussed with the Operations Quality Council at the next meeting. If unresolved, Operations Quality Council Co-chair will request the issue to be referred to the Co-chairs of Rolls-Royce Corporation/UAW Quality Council, for discussion.
- The Quality Network Representatives will advise the Operations Quality Council on the status of quality concerns referred to them. Feedback regarding the status of the employee concern will be provided to the originating supervisor and the employee on a regular basis by the plant Quality Network representatives until the concern is resolved.
- The Quality Network Representatives will receive appropriate training necessary to effectively perform the above duties. Each Quality Network Representative will be provided an opportunity to attend appropriate personal skill enhancement training sessions. Guidelines for such training and method of delivery will be established and communicated to Quality Network representatives.
- During overtime hours, such Quality Network Representatives will be scheduled to perform Quality Network related activities if they would otherwise have work available in their equalization group.
- Any issues related to the foregoing may be referred to the co- directors for the Rolls-Royce Corporation/UAW-Quality Council for resolution, including unresolved Quality Council concerns requiring cross-organization involvement.

Finally, during these negotiations the parties discussed the necessity that all Rolls-Royce Corporation employees must take individual responsibility for product quality. Management will provide employees with the appropriate training, methods and systems, materials, and equipment in an appropriate environment to perform their work. It is then incumbent upon employees to exercise diligence and properly perform their work to produce the highest customer-valued products. It is only through personal commitment from every Rolls-Royce Corporation employee to provide the highest quality customer-valued products that we will satisfy our customers and maintain job security for all.

Very truly yours,
 Jeff Handy, Human Resources, [See Doc. 41,46,119]

**Doc. No. 41
 PRODUCT QUALITY**

February 26, 2020, Mr. John Snow Chairman UAW Local 933
 2320 South Tibbs
 Indianapolis, Indiana 46241

Dear Mr. Snow:

During the 2015 Negotiations, the Union expressed a desire for UAW members who have contributed significantly to improved product quality to be permitted to display on completed assembled engines and packaging and shipping containers a joint label or decal certifying that the product is proudly built by Rolls-Royce Corporation workers who are members of the UAW. During 2015 Negotiations, the Company agreed to continue this approach to employee recognition.

The Rolls-Royce Corporation/UAW Quality Council will review the Planned Maintenance Action Strategy and determine an implementation strategy for Rolls-Royce Corporation within the first six (6) months following ratification of the 2015 Rolls-Royce Corporation/UAW National Agreement. The purpose of planned maintenance is to improve safety, quality, throughput and reduce cost thereby enhancing overall job security. The parties further agreed that the Rolls-Royce Corporation/ UAW Quality Council will continually measure and guide progress toward full implementation during the life of this agreement.

During the term of the 2015 Rolls-Royce Corporation-UAW Agreement, the parties discussed the desire of the UAW representatives to provide an opportunity to input into Company marketing campaigns. It is the Company's

intent to provide opportunities for such input in the future as a part of the Rolls-Royce Corporation/UAW Quality Council process.

Further, the parties discussed at length the importance of Rolls- Royce Corporation advertising campaigns involving or depicting UAW represented Rolls-Royce Corporation employees, the positive impact the message of such campaigns can have on our employees and customers. The Company Informed the Union that a mutually agreed to process would be developed to provide opportunity for UAW representatives to preview for input purposes such future Rolls-Royce Corporation advertising campaigns involving or depicting UAW represented Rolls- Royce Corporation employees.

The parties recognize the benefits of providing the Union the opportunity for input to the development and implementation of sales promotion activities, providing for joint participation by bargaining unit and salaried employees. Management informed the Union that a process would be developed to ensure UAW representatives input to such programs in the future. Similar local initiatives will be discussed by the Operations Quality Council.

Very truly yours,
Jeff Handy, Human Resources, [See Doc. 40,119]

Doc No. 42
SUPPLIER CORPORATE CITIZENSHIP

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr.Snow:

During these negotiations, the UAW stated its interest in having the Company continue to recognize the importance of using suppliers which are good corporate citizens, and which can be relied upon for quality products and reliable delivery. The UAW further pointed out that the Company's selection of and relationship with suppliers has a significant bearing on its relationship with the Union. In this regard, the Union stressed repeatedly, with respect to work which cannot be produced in- house, the importance of increasing significantly the Company's use of high quality, reliable suppliers which maintain good, fair and equitable relations with their employees.

Rolls-Royce Corporation fully understands the Union's concerns in these matters, because quality products, uninterrupted delivery and good corporate citizenship—by the Company and its suppliers— contribute significantly to the Company's success in the marketplace, and all of these factors have a direct bearing on the job and income security of UAW members.

Rolls-Royce Corporation agrees that its relationship with the Union is of paramount importance to the Company's long-term success. The Company has told its suppliers and the business community in the past of the positive aspects of its relationship with the UAW and will continue to do so in the future. Rolls-Royce Corporation, therefore, has no interest in embarking on a purchasing strategy that would detract from that relationship.

Correspondingly, the Union has, from time to time, expressed to the Corporation its concern about certain aspects of the Company's relationship with particular suppliers in the area of quality, continuity of supply, and overall performance as a supplier including the maintenance of good relations by the supplier with its employees. The Union recognized that the Company has expressed its views and made suggestions to its suppliers as a result of the Union's concern's, all within the bounds of applicable legal principles.

The parties recognize that instances in which these matters arise are inherently dependent upon the particular facts that are present in each situation and plan to continue to deal with these matters on a case-by-case basis as they have in the past, and in compliance with applicable laws.

In particular, the Company will continue to urge its suppliers to treat their employees in a good, fair and equitable manner and to avoid conduct which violates national or state labor and employment laws. In addition, the Company will, in a manner which is in compliance with applicable laws, notify suppliers of the importance the

Company places on harmonious relationships between suppliers, their employees and any union that may represent them.

Very truly yours,
Jeff Handy, Human Resources

Doc. No. 43
CAREER DEVELOPMENT PROGRAM

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

The UAW and Rolls-Royce Corporation recognize the need for a focused career development process for active employees as a key element in competitiveness and employment security. The career development process must address both internal career needs of individual employees and critical skill needs of the company. A focused approach beginning early in each employee's career could provide the employee with the skills and knowledge required by changing business conditions.

The parties have, therefore, agreed to the following:

1. Voluntary individual employee assessments to determine interests, abilities and career development needs which may be met internally through a broader variety of on-the-job training, classroom technical training, training in basic computational skills and reading and writing, classroom training leading to a special certification, associate or baccalaureate degree.
2. An internal career development process for hourly employees which may provide for broad job experience.
3. Cooperation with community college, college, university and other educational and training facilities in the community in the development of career focused classroom and cooperative training programs for active workers.
4. In the event that it should ever become necessary in the future, the parties may explore the development of career focused classroom and cooperative work programs for dislocated workers which would lead to comparable employment.

This program will be supported by a combination of joint training funds and will be administered jointly by the Executive Board for Joint Activities and the Local Joint Training Committee.

Very Truly Yours,
Jeff Handy, Human Resources

Doc. No. 44
EXPEDITIOUS GRIEVANCE HANDLING-ROLLS-ROYCE CORPORATION TO UAW

February 26, 2020 Mr. John Snow Chairman
Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

"During negotiations, Rolls-Royce Corporation and the International Union discussed at length problems encountered in the administration of the Grievance Procedure. The parties reaffirmed their mutual determination that the purpose of the Agreement as stated in Paragraph (5) is 'to provide orderly collective bargaining relations

between the Company and the Union, to secure a prompt and fair disposition of grievances, to eliminate interruptions of work and interference with the efficient operation of the Company's business.' In addition, the Union and the Company agreed that the delaying or holding of grievances at any step of the Grievance Procedure was contrary to the best interests of the employees and the parties."

"The parties reaffirmed their mutual desire and intention to assure that grievances will not be allowed to accumulate at any step or steps in the Grievance Procedure in any plant."

"The Company asserted that Paragraph (35) together with the other relevant provisions of the Grievance Procedure if closely administered make it impossible for committeemen unilaterally to stall any grievance from consideration or decision at the next step of the Grievance Procedure and to delay the processing of grievances in the procedure. The Company stated further that the current language provides Management with the right after a lapse of reasonable time to initiate answers to grievances in order to prevent them from being delayed at any step in the Grievance Procedure."

Very Truly Yours,
Jeff Handy, Human Resources, [See Par. (19), (79)] [See Doc. 45, 48, 95]

Doc No. 45

**EXPEDITIOUS GRIEVANCE HANDLING- UAW-ROLLS-ROYCE CORPORATION
UAW INTERNATIONAL UNION, UNITED AUTOMOBILE, AERO- SPACE & AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA**

December 16, 1996, Mr. Barry D. Smith Vice President
Rolls-Royce Corporation
P.O. Box 420
Indianapolis, Indiana 46206-0420

Dear Mr. Smith:

During the current negotiations the International Union, UAW, informed the Allison Engine Company that Leonard Woodcock's letter of December 14, 1967 regarding expeditious grievance handling was again being published as a position of the International Union, UAW. The text of that letter is as follows:

"During negotiations, Allison complained that at certain locations some Committeemen made little or no effort to resolve grievances they have written or to process them from one step of the procedure to the next in an expeditious manner. The Union pointed out to the Company that grievances accumulate under the circumstances complained of in some instances because the Management takes no independent actions to answer grievances or to move them from one step of the procedure to the next."

"The International Union advised the Company that it fully subscribes to the principle set forth in Paragraph (19) that '...the prompt adjustment of grievances is desirable in the interest of sound relations between the employees and the Management.'"

Grievances should not be unduly delayed at any step of the procedure, whether such delay is occasioned by a Committeeman or his supervisor refusing or failing to meet his responsibility."

Very Truly Yours,
/S/ LEONARD WOODCOCK, Vice President Director General Motors Department
[See Par. (5), (34), (79)] [See Doc. 44, 48, 95]

Doc. No. 46

JOINT PROGRAM REPRESENTATIVE'S ROLLS-ROYCE CORPORATION

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During these negotiations the parties discussed at length the need to focus our current joint program representatives on specific programs designed to assist our employees and the management in implementation of an improved working environment.

Over the years, we have agreed to a number of different joint program representatives appointed by the Vice President and Director of the Aerospace Department, UAW, and, in some cases, by the local management and union leadership at the direction of the Co-Chairman, Executive Board Joint Activities to carry out and administer certain negotiated agreement programs in the following functions:

- Health and Safety
- Joint Activities
- Accommodating Disabled People in Transition (ADAPT)
- Employee Assistance Program
- Human Resource Development
- Joint Training
- Quality Network
- Local Apprentice Committee

Rolls-Royce Corporation, depending on employee population, may have employees assigned to the above functions. Each time new programs have been negotiated; people were assigned to perform the tasks associated with each program to the extent that we now have several well-trained experts in those fields. The parties recognize that over the years priorities have shifted and, as a result, there is a need to carefully analyze the programs that currently require increased emphasis, such as, employee assistance, health and safety, etc. As a result, the parties have concluded that these well-trained resources can now be deployed or reassigned to programs requiring special attention.

It is recognized that each plant location has its own unique culture and needs: therefore, the local joint leadership group (Vice-President of Operations, Director of Human Resources, Local Union President and Chairperson of the Shop Committee) will determine where their current full-time representatives will be allocated to best serve the employees of the organization. It is recognized that at some locations additional representatives may be required to perform tasks associated with the newly determined local focus and at others less. In any event, the total number of new and current full time joint program representatives shall not exceed the number provided for below:

Number of Plant Population	Representatives
Up to 200	1
201 to 400	2
401 to 600	3
601 to 1,000	4
1,001 to 5,000	Ration of 1:250

In the case of bargaining units between 1,001 to 5,000 and 5,001 and above, the number of representatives in a given bargaining unit will be determined by the number of represented employees (active, temporary layoff and protected) divided by the appropriate ratio number. Where the fraction of the result is .5 and above, the number will be rounded up to the next highest whole number and where the fraction is less than .5, rounded down to the whole number.

Nothing in this agreement limits or is intended to interfere with any local mutually agreed upon projects or initiatives falling outside the scope of this document that may provide additional staff resources to meet the specific objectives of the local parties.

The local parties will review their plan for deployment of these resources in accordance with specific guidelines issued by the National parties. All such representatives will be appointed by the Vice President and Director of the Aerospace Department, UAW. Such plan will include the names and assignments for each of the local representatives assigned to Joint Programs and will be forwarded to the National parties for approval prior to implementation. Likewise, as individual plant needs and priorities change, the local parties are afforded the flexibility to submit revised plans for National approval.

When plant population changes occur which would increase or decrease the number of representatives, such population changes must be in effect for a period of six consecutive months before such adjustment is made in the number of representatives, in which case such adjustment will be made at the conclusion of the six-month period. In the event such population change results from the discontinuance or addition of a shift, the opening of a plant, or the cessation of a plant's operations, the adjustment in the number of representatives will be made within the first twenty working days following the first day such population change occurs. Other situations involving a sudden significant change in the number of employees at a location may be discussed by the Company and the Aerospace Department of the International Union.

When a reduction or increase in plant population calls for a change in the number of representatives, the local parties will be required to submit a revised deployment of resources plan for approval. All representatives in either case will also be appointed by the Vice President and Director of the Aerospace Department, UAW.

It is understood that the Representatives re-deployed in these locally determined areas of special focus and attention may require additional training. It is agreed that such training will be provided through sources mutually selected by the parties-subject to the approval of the Executive Board Joint Activities.

It is agreed that such representatives shall function in accordance with governing provisions of the Rolls-Royce Corporation-UAW National Agreement germane to their area of focus.

During overtime hours, joint program representatives in the areas of Joint Activities, Accommodating Disabled People in Transition (ADAPT), Human Resources Development, Employee Assistance Program, Quality Network, Local Apprenticeship, Industrial Hygienists and Joint Training will be scheduled to perform joint program-related activities if they would otherwise have work available in their equalization group.

Longer range, the Executive Board Joint Activities will establish a joint process aimed at effectively consolidating, simplifying, integrating, focusing and achieving better utilization of joint programs at the plant level.

The spirit and intent of this document is to provide increased focus on joint employee programs and to more fully utilize the experience and talents of the representatives assigned to joint programs. The parties are committed to working together in a spirit of cooperation to improve our relationship and the effectiveness of our joint programs. The result of such cooperation will improve the working environment in our plants for all Rolls-Royce Corporation employees.

Any problems relating to the implementation of this document may be raised by either party and it is understood that any necessary modifications may be made by mutual agreement between the Company and the International Union.

Very Truly Yours,

Jeff Handy, Human Resources [See Par (19e)] [See Memo-Joint Activities] [See Memo-Training; Par. 77] [See Memo-Human Resource Development] [See Doc. 1, 39, 40, 105] [See Par. (23)]

Doc No. 47
PARAGRAPH 76- TEMPORARY EMPLOYEES

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During current negotiations, the parties clarified their interpretation regarding Paragraph (76) expressed in the following letter:

“As a result of a series of discussions between the International Union, UAW, and the Company, it has been agreed that the provisions of Paragraph (76) of the Rolls-Royce Corporation-UAW Agreement will be applicable to temporary employees with more than forty-five (45) days’ of employment who are released or discharged. This provision, of course, is not applicable to any employee laid off due to fluctuations in manpower requirements.”

“The parties also agreed that this interpretation is not retroactive. Accordingly, cases currently in the procedure involving temporary employees should be processed on their merits without regard to the procedural requirements of Paragraph (76).”

Very Truly Yours,
Jeff Handy, Human Resources

Doc No. 48
ARBITRATION LETTER

February 26, 2020 Mr. John Snow Chairman
Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the course of the current negotiations, the parties reviewed the Grievance Procedure provisions of the Agreement for the purpose of identifying certain problems that have been encountered under those provisions in processing grievances to arbitration. Generally, it was recognized that the procedure, as currently constituted, has worked well. The Union stated that some instances have occurred wherein grievances protesting an employee’s loss of seniority, discharge or a series of disciplinary layoffs leading to a discharge, have met with delay in the procedure following their consideration at the Third Step and their resolution at the Umpire Step.

In view of the above, the Company agreed to provide the Union with a monthly summary of appeal cases open on the Umpire’s docket protesting the loss of seniority, the discharge of employees and also those protesting progressive disciplinary actions which involve an employee whose discharge is also under protest in an open appeal case. This information will enable both the International Union and the Company Umpire Staffs to monitor the number of such cases on appeal to the Umpire at any given time and take remedial action on any particular cases which may be subject to undue delay.

The parties further agree that in the event the Company and the Union could not agree upon an impartial umpire to hear the case, the parties will request a panel of five (5) umpires from the Federal Mediation and Conciliation Service. The parties will strike alternatively from the agreed upon panel with the final remaining umpire selected to serve as the impartial umpire to hear that case. The cost of the umpire will be shared equally by the Company and the Local Union.

In addition, the parties agreed to schedule regular meetings between the respective Umpire Staffs to establish future scheduling, to explore alternatives that could increase the frequency with which plant appeal cases are addressed and to review other problems of mutual concern.

Very truly yours,
Jeff Handy, Human Resources, [See Par. (5), (19), (43)], [See Doc. 44, 45]

Doc No. 49
MANAGEMENT REPRESENTATIVES IN DISCIPLINARY INTERVIEW

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations, the parties discussed the Union's concern over the number of Management representatives present during some disciplinary interviews. The Union recognized that there are times when more than the customary number of Management representatives may be required because of their knowledge of the matter under discussion. The Union stated, however, that their concern was directed at other Management representatives who attended interviews solely as witnesses to the interview itself.

As a result of these discussions, the Company advised the Union that, as a matter of policy, Management personnel beyond those referred to above would not attend such interviews solely for the purpose of serving as potential witnesses to the interview itself. Additionally, should Management representatives in excess of the customary number be present in the interview, the district committeeperson may request, during that period of time, the presence of the zone committeeperson for that zone, or in the event that the zone committeeperson is absent or no at large committeeperson is assigned to that zone, another member of the shop committee present in the plant, provided the request would not result in undue delay of the disciplinary interview.

Very truly yours,
Jeff Handy, Human Resources, [See Par. (76)]

Doc No. 50
HOLIDAY PAY AND DISCIPLINARY LAYOFFS

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations, the parties discussed the situation where the duration of an impending disciplinary layoff would encompass or abut a specified holiday.

To ensure uniformity in the administration of discipline in such situations, the Company advised the Union that, as a matter of policy, loss of holiday pay will not be included as part of the disciplinary penalty assessed.

Very truly yours,
Jeff Handy, Human Resources, [See Par.(76a),(203)]

Doc No. 51
UAW-ROLLS-ROYCE CORPORATION COLLECTIVE BARGAINING AGREEMENT TRAINING

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During these negotiations, the parties discussed training of representatives responsible for administration of the Collective Bargaining Agreement (Agreement) and related understandings. Both parties recognize the benefits

that can be achieved when Company and Union representatives are knowledgeable concerning the administration of the collective bargaining process and how that affects their respective roles and responsibilities.

Following ratification of the 2015 Agreement the Company and appropriate representatives of the UAW Aerospace Department will coordinate the development of a training program which will address the administration of the collective bargaining process at Rolls-Royce Corporation utilizing a variety of external or UAW/ROLLS-ROYCE CORPORATION developed resources. Candidates for participation in the training may include Operations Managers and Supervisors whose responsibilities include administering the collective bargaining relationship at Rolls-Royce Corporation, as well as elected and appointed Union representatives, and Human Resources personnel. Participants in this training will be designated by the Company and the International Union.

Funding for this training, including development costs (if any), travel, lodging and wages of participants, shall come from the existing Joint Training funds. The Grievance Procedure has no application to, or jurisdiction over, any matter relating to this training program.

Very truly yours, Jeff Handy, Human Resources

Amendment 2025:

As part of the 2025 Negotiations, the parties agreed that the appropriate forum for UAW/Company joint training be managed through the Key 4.

Very truly yours,
Justin Schwartz, Human Resources

**Doc No. 52
REINSTATEMENT OF GRIEVANCES**

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current National negotiations, the parties acknowledged the desirability of ensuring prompt, fair and final resolution of employee grievances. The parties also recognized that the maintenance of a stable, affective and dependable grievance procedure is necessary to implement the foregoing principle to which they both subscribe. Accordingly, the parties view any attempt to reinstate a grievance properly disposed of as contrary to the purpose for which the grievance procedure was established and violative of the fundamental principles of collective bargaining.

However, in those instances where the International Union, UAW, by either its Executive Board, Public Review Board, or Constitutional Convention Appeals Committee has reviewed the disposition of a grievance and found that such disposition was improperly effected by the Union or a Union representative involved, the International Union may inform the Company's Labor Relations Staff in writing that such grievance is reinstated in the Grievance Procedure at the step at which the original disposition of the grievance occurred.

It is agreed, however, that the Company will not be liable for any claims for damages, including back pay claims, arising out of the grievance that either are already barred under the provisions of the Agreement at the time of the reinstatement of the grievance or that relate to the period between the time of the original disposition and the time of the reinstatement as provided herein. It is further agreed that reinstatement of such grievance shall be conditioned upon the prior agreement of the Union and the employee or employees involved that none of them will thereafter pursue such claims for damages against the Company in the Grievance Procedure, or in any court or before any Federal, State, or municipal agency.

Notwithstanding the foregoing, a decision of the Impartial Umpire or any other arbitrator on any grievance shall continue to be final and binding on the Union and its members, the employee or employees involved, and the Company and such grievance shall not be subject to reinstatement.

This letter is not to be considered as modifying in any way either the rights or obligations of the parties under the terms of the Agreement, except as specifically limited herein, and does not affect sections thereof that cancel financial liability or limit the payment or retroactivity of any claim, including claims for back wages, or that provide for the final and binding nature of any decisions by the Impartial Umpire or other grievance resolutions.

It is understood this letter and the parties' obligations to reinstate grievances as provided herein can be terminated by either party upon thirty (30) days' notice in writing to the other.

It is agreed that none of the above provisions will be applicable to any case settled prior to December 13, 1976.

Very truly yours,
Jeff Handy, Human Resources, [See Par.(38),(53),(79i)]

Doc No. 53
FURNISHING WORK ELEMENTS STANDARDS CASES

Inter-Organization
Date: February 26, 2008
Subject: Furnishing Work Elements-Standards Cases

To: All General Managers, All Human Resource Directors

During current negotiations, Rolls-Royce Corporation informed the International Union, UAW that it was its intention to republish the Company's letter concerning Furnishing Work Elements-Standards Cases. The text of that letter is as follows:

"During past negotiations the parties discussed at length the Union's charges that there were occasions when the work elements of a job requested by the Committeeman pursuant to Paragraph (79) were not furnished in a timely manner."

"The Company and the Union have reaffirmed their mutual determination to adhere to the spirit and intent of Paragraph (79). In addition, there is agreement that in nearly all cases a more expeditious settlement of grievances can be reached when there is prompt and full exchange of pertinent information. In this regard the text of Paragraph (79) of the Rolls-Royce Corporation-UAW Agreement provides that the work elements of a job in dispute will be furnished 'without undue delay.' It is recognized by the Union that there will be occasions when due to production acceleration, volume of production standards grievances filed, etc., the information requested by the Committeeman cannot be furnished as promptly as under normal circumstances."

"We have advised the Union that the words 'without undue delay' mean as soon as reasonably possible under circumstances existing at the time the request is made for the work elements of the job."

Very truly yours,
Megan Fowler, Executive Vice President Human Resources

Doc No. 54
POW/MIA FLAGS

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations, the Union requested that Rolls- Royce Corporation facilities fly POW/MIA flags. As discussed, flying of flags at Rolls-Royce Corporation locations is a matter of Company policy.

In view of the special sensitivity associated with Vietnam era MIA and POW issues, the Company indicated a willingness to consider exceptions to its normal policy on flags when so requested by a Local Union. These exceptions may include individual special requests, special days recognized by the U.S. government to honor or remember POWs or MIAs, or other appropriate holidays such as Memorial Day and Veteran's Day.

It is understood that this matter is one of Company policy and if revisions to the policy are made the Union will be notified.

Very truly yours, Jeff Handy, Human Resources

Doc No. 55
IMPLEMENTATION OF PRODUCTION STANDARDS SETTLEMENTS

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations, Rolls-Royce Corporation and the International Union, UAW have affirmed the informal procedure dealing with the implementation of production standards settlements as outlined in the text of the following letter:

"In the course of current negotiations, the Union has alleged that in some cases the solution agreed upon in settlement of production standards grievances was not implemented in a timely fashion. The Union has also alleged that in certain cases settlements agreed upon were violated."

"In the course of these negotiations we have reaffirmed our mutual determination to avoid misunderstandings in this area in the future. In that connection, we have adopted the following informal procedure for use in cases in which it is alleged that a settlement of a work standards grievance, reached during negotiations in which a member of the International UAW Staff and a representative of the Company Labor Relations Staff participated, has not been implemented in a timely manner, or that after implementation the settlement has been violated:

1. The complaint may be reviewed by the Chairperson of the Shop Committee and Director of Human Resources.
2. If not resolved, the Chairperson may submit his statement of the case in writing to the Director of Human Resources spelling out the details of the complaint.
3. The Director of Human Resources shall submit a written reply within one (1) working day of receipt of the written statement.
4. If the matter is not resolved within three (3) working days after the Human Resource Director's written reply, the Chairperson of the Shop Committee may submit a written report of the disputed case to the International UAW.
5. If these parties are unable to resolve the dispute, it may then be reviewed by the International UAW with the Rolls-Royce Corporation Labor Relations Staff where it will be resolved."

"This letter and this procedure are not intended to prejudice any contractual position either Rolls-Royce Corporation or the UAW may take in any case arising under the Agreement."

It was agreed between the parties as a result of current negotiations that similar complaints regarding work standards grievance settlements that are resolved without the assistance of Company personnel may also be processed under this informal procedure.

Very truly yours, Jeff Handy, Human Resources, [See Par. (79),(79i)]

Doc No. 56
RELIEF TIME-CERTAIN OPERATIONS

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

The relief time in Rolls-Royce Corporation shall be 18 minutes before lunch and 18 minutes after lunch on a regular scheduled shift, making a total of 36 minutes paid. In addition, lunch will be extended by 12 minutes from 30 minutes unpaid to a total of 42 minutes with 30 minutes unpaid and 12 minutes paid. Set break times will be determined by the Operations Directors of individual Cells or Departments. The amount of such relief shall be modified accordingly for a shift other than a regular shift. The Plant Management may, by mutual agreement with the Local Union, allocate the relief before and after lunch to not more than two (2) periods before lunch and two (2) periods after lunch.

Sufficient labor will be provided to enable employees to obtain the above relief taking into consideration that the first hour at the start of the shift and the first one-half hour after lunch are not ordinarily required for relief except in emergencies.

The parties have agreed to continue the following informal procedure to address complaints regarding this subject.

1. The complaint may be raised by the Chairperson of the Shop Committee directly with the Director of Human Resources.
2. If not resolved, the Chairperson may refer the problem to a representative of the Aerospace Department of the International Union who may request a meeting with a representative of the Company's Labor Relations Department to discuss the complaint and take appropriate action.

This letter and this informal procedure are not intended to prejudice the position of either Rolls-Royce Corporation or the UAW.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 57
QUALITY NETWORK IMPLEMENTATION REDEPLOYMENT AND MEANINGFUL WORK

During the term of the 1990 GM-UAW National Agreement and through the direction of the North American Operations (NOA) UAW- GM Quality Council, the focus of the Quality Network evolved and changed from development to implementation. During this same period, GM North American Operations experienced operating losses requiring more efficient practices and a renewed focus on product quality.

Implementation of Synchronous Workshops, Accelerated Workshops (i.e., PICOS), Lean Manufacturing and other quality improvement activities, such as, best practices, resulted in health and safety, ergonomic, and operational improvements affecting quality and the cost of GM products and services. In many cases, these activities resulted in UAW represented GM employees being placed in a JOBS Bank under the terms of the 1990 GM-UAW National Agreement. The Union leadership felt they could not be party to asking their members to assist in "working themselves out of a job" by supporting these efforts. In any joint effort, job security and "people issues" had to be considered so that people would be redeployed to meaningful work. The issue was discussed at the January 13, 1992, GM Quality Council meeting resulting in specific commitments to integrate synchronous efforts into the joint Quality Network Process and explore ways to employ people more effectively with meaningful work and help improve the business.

When funding for the JOBS Bank was exhausted and the program disconnected, Management recognized that employee support and involvement in plant quality and productivity improvement activities were essential. As a result, on March 2, 1993, after JOBS funding was exhausted and employees in the JOBS Bank were laid off

(although no Allison employees were so impacted), an “Employment Policy” was made effective which resulted in employees being retained at work and not laid off when such employees were impacted by jointly initiated product quality and operational effectiveness improvement efforts.

During the 1993 negotiations, General Motors and the UAW discussed the above events, and the Union provided examples of successful redeployment processes. These redeployment processes, implemented at divisions and plants, resulted in people being retained at work and redeployed to meaningful assignments after they had been made available as a result of quality and productivity improvements and other initiatives.

Following 1993 negotiations, General Motors and the UAW agreed to jointly develop guidelines for redeployment processes, similar to those reviewed by the parties, to assist plant and staff locations with planning for redeployment opportunities. Such guidelines were intended to assist the local parties with the development of plans that put first emphasis on redeployment of employees to meaningful assignments, which included regular productive assignments and “non-traditional” work, as well as efforts to competitively retain or insource new work.

Accordingly, during these negotiations, Rolls-Royce Corporation and the UAW stated their intent to not place employees in underutilized or unproductive assignments. Further, the parties agreed to review the UAW/ROLLS-ROYCE CORPORATION developed document “Guidelines for Redeployment and Meaningful Work” (QN#2251) and evaluate its applicability to Rolls-Royce Corporation in developing redeployment plans.

Doc No. 58 Deleted

**Doc No. 59
COORDINATION OF SOURCING EVALUATION**

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During these negotiations, the National Parties had extensive discussions regarding the implementation of Document 2. In this regard, it was recognized that effective implementation is dependent in large part on the efforts of the local parties.

Both parties to this agreement acknowledge and commit that these matters should be viewed as high priority at the local level. Access to confidential information such as quote packages, and pertinent financial data is essential. Therefore, in order to facilitate the sourcing evaluation process and the effective preparation of a quote response, the Manager of Employee Relations will assign coordination responsibility and authority to a designated local management representative. Such responsibilities may include identification of the appropriate management resources to respond to Union inquires, in a timely basis, and the scheduling of meetings, as required.

Very truly yours,
Jeff Handy, Human Resources

**Doc No. 60
PRE-APPRENTICE TRAINING**

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow.

During the current negotiations the parties discussed pre-apprentice training as one method of achieving our common goal of bringing a greater number of members of minority groups and females into the apprentice

training program. It is evident that we share a serious concern about the establishment of effective methods of achieving this desirable goal.

Accordingly, the Rolls-Royce Corporation-UAW Skilled Trades and Apprentice Committee will consider matters pertaining to pre-apprentice training as it relates to achieving the above objective as well as approve any such training program for which points can be awarded under the Rolls-Royce Corporation-UAW Apprentice Selection Procedure.

Very Truly Yours,
Jeff Handy, Human Resources, [See Par. (123)(g)]

Doc No. 61
APPRENTICE COMMITTEE MEMBERS- MANAGEMENT EXPERTISE

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During these Negotiations, the Union expressed concern that in some instances in other UAW represented locations the Management members of the Local Apprentice Committee did not possess sufficient skilled trades knowledge or experience to adequately discuss Apprentice Training concerns. The Company advised the union that the Rolls-Royce Corporation Local Apprentice Committee has historically contained a management member who has skilled trades experience. If a situation arises where this is not the case and a problem arises as a result, the problem may be brought to the attention of Manager of Hourly Human Resources by the Chairperson of the Shop Committee for review and correction, as necessary.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 62
SUBJECT: UAW-ROLLS-ROYCE CORPORATION JOINT ACTIVITIES

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

We have managed to find common ground on many of the issues involved in these negotiations. Nowhere has that been more evident than in our mutual treatment of issues involving education and training and other programs of joint interest to better our employees and enhance their job security by strengthening the competitive position of Rolls-Royce Corporation. Our deliberations in this area in step with congressional and private sector initiatives toward a new era of cooperative labor relations.

In this regard, cooperative labor relations with respect to the joint arena can be accomplished only when activities are jointly approved, developed, implemented, monitored, and evaluated. Furthermore, decisions must be arrived at in a setting which is characterized by the parties working together in an atmosphere of trust; making mutual decisions at all levels of administration which respect the concerns and interests of the parties involved; sharing responsibility for the problem-solving process; and sharing the rewards of common goals.

In these negotiations, we have provided funding for our joint programs which reflect this national policy of cooperative labor relations. We should continue to ensure that the projects, programs and events which are supported in whole or in part with these joint funds do in fact keep us communicating on all levels, consistent with this objective.

We agree these funds will continue to be used to help solve mutual problems which may not be collective bargaining problems. They will continue to be used to make Rolls-Royce Corporation and its employees more competitive in a global economy. In this regard, we jointly sponsor conferences, workshops, seminars, and meetings to promote cooperative efforts on related subjects, and where appropriate, invite academic, professional, government, labor and industry representatives attend and participate. In addition, we understand that while these funds are intended for education, training and development of UAW bargaining unit employees, there are situations where it will be natural for some salaried employees to receive the same training or participate in the same program. Such expenses for non-bargaining unit employees may be funded with joint funds provided the parties agree.

Further, the jointly sponsored projects, programs and activities are designed to promote public awareness of Rolls-Royce Corporation products (including the quality and reliability of such products), Rolls-Royce Corporation workforce and its role in producing high quality products, and the relationship between Rolls-Royce Corporation and the collective bargaining representatives for Rolls-Royce Corporation employees.

We also recognize that as representatives of organizations such as the UAW and Rolls-Royce Corporation, which are viewed by most as key to the vibrancy of local economies where our plants are located as well as the national economy, we are expected to be responsible citizens and caring neighbors. Therefore, from time to time we have agreed to use these funds to assist the victims of disaster or the less fortunate in the communities where our employees live and work. We have also supported research projects or efforts by other training, educational or cultural institutions which will through education and exposure promote our goals of labor and management cooperation in the workplace.

We have pledged that these joint funds will continue to be used to enhance all our employee's involvement in, and appreciation for, decisions that affect their lives. We look to the UAW's continued cooperation in that regard in identifying and developing with us, meaningful projects which will assist their members, and our employees, in reaching that objective.

The parties further agree that new programs and activities designed to enhance the welfare and job security of UAW-represented employees may be funded by the Rolls-Royce Corporation Joint Funds, when authorized by the Company and the International Union under the provisions of the Memorandum of Understanding Joint Activities contained in the Agreement between Rolls-Royce Corporation and the UAW.

Very truly yours,
Jeff Handy, Human Resources

Amendment 2025:

During the 2025 negotiations, the Company and union have a common interest for successful delivery of quality products to our customer base. A robust training program focused on an enhanced skillset and safety awareness of all employees must be part of that common interest. Following ratification of this agreement, the company commits to continue to jointly focus on training needs. During 2025, the company commits to supporting the training matrix creation for up to 5 individual departments and to commit to review and confirm annually the number of departments to each year of the contract with no less than 5 departments each year, starting with direct production departments.

Very Truly Yours,
Justin Schwartz, Human Resources

Doc No. 63

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During these negotiations, the Union and the Company acknowledged that skilled trades personnel provide vital support to operations, and that there is a direct relationship between the effectiveness of skilled trades personnel and the success and viability of the operations they serve. Establishing new levels of competence within the apprenticeable trades through training and retraining will permit the Union and the Company to pursue the critical objective of continuous improvement in quality, flexibility, operational effectiveness and, in turn, enhance job security.

Consistent with these discussions, the Company continues to be committed to the development and utilization of the Rolls-Royce Corporation-UAW Apprentice Program to help meet the demand for flexibility within our skilled trades ranks.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 64
APPRENTICE WORK ASSIGNMENTS

Inter-Organization
DATE: February 26, 2020
Subject: Apprentice Work Assignments

During the current negotiations, the Union raised the question of apprentices being assigned to work alone. The parties agreed that good judgment and a rule of reason should be used when making these assignments.

As a result of these discussions, it was concluded that, consistent with existing training methods and facilities in the plant, apprentices should not be assigned to perform work without a journeyman being present unless the apprentice has been trained to do the job: has been instructed in the proper safety procedures; and is considered competent to perform the assignment. Experienced journeyman will generally be available to assist the apprentice in many of the normal floor assignments until that level of competence has been reached. This will not change or restrict any mutually satisfactory local practices. Problems in this regard are a matter for review by the Rolls-Royce Corporation-UAW Skilled Trades and Apprentice Committee.

Doc No. 65
RELATED TRAINING BONUS

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

This will confirm the understanding reached during the current negotiations that within a reasonable period after a laid off apprentice, Employee-In-Training or Employee-In-Training-Seniority has been recalled to work at any Rolls-Royce Corporation Plant, such employee will be paid an incentive bonus in recognition of satisfactory completion of any related training courses, required pursuant to Paragraphs (145) and (180), in which the employee was enrolled at the time of layoff. In the event the employee is not recalled within a reasonable period of time, such employee may apply to the home plant for the related training bonus.

In addition, with prior Management approval and arrangements with the school, apprentices whom Management anticipates recalling to the apprentice classification prior to the expiration of the school term may be enrolled for one term and become eligible for an incentive bonus on the same basis.

This incentive bonus will amount to a figure to be arrived at by multiplying the number of class hours in each course times the employee's straight-time hourly rate less the amount, if any, paid to the employee for such related training prior to layoff.

Very truly yours,
Jeff Handy, Human Resources, [See Par. (138), (139), (146), (180)(c)]

Doc No. 66

LAYOFFS—APPRENTICES AND EMPLOYEES-IN-TRAINING ROLLS-ROYCE CORPORATION

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations the parties discussed at length a problem encountered at some plant locations where employees-in- training and apprentices are in training to become journeypersons in the same skilled trades classification and there is either a need for a reduction or increase in the number of such employees in a skilled trades classification.

The parties recognize the desirability of providing opportunities and training for employees through both the Rolls-Royce Corporation-UAW Standard Apprentice Program and the Employee-In-Training Program consistent with the needs of the business. To preserve the continuity of the Apprentice Program, which has generally been viewed as the long run source of skilled trades personnel in the apprenticeable classifications, the parties have negotiated appropriate provisions in the Agreement to avoid unnecessary interruptions of the program. The Employee-In-Training Program is equally necessary and has been continued by the parties to supplement the journeyperson work force at times of increased workload and during shortages of skilled trades personnel. Importantly, the Employee-In-Training Program also provides opportunities for persons to upgrade their skills and provisions and have been negotiated enabling employees-in-training to continue their training and achieve journeyperson status.

Employees-in-training may be reduced due to a reduction in force or displaced by a journeyperson in accordance with Paragraph (174) or by an employee-in-training-seniority in accordance with Paragraph (175). Apprentices may be reduced due to a reduction in force or displaced by journeypersons in accordance with Paragraph (138). In addition, Paragraph (139) provides that in the event of a drastic reduction in the level of work resulting in a heavy reduction in the skilled trades work force, additional apprentices may be reduced pursuant to a mutually acceptable layoff and recall plan agreed upon by the local parties. Likewise, temporary layoff situations are governed by locally negotiated provisions pursuant to Paragraph (177).

Except for those situations covered by Agreement provisions, the following procedure will apply to the reduction of employees-in-training and/or apprentices when neither journeypersons nor employees-in- training-seniority are reduced from the classifications.

- Employees-in-training who have accumulated less than (2) years credited work experience in the classification in that plant will be reduced before any apprentice is reduced
- Employees-in-training who have accumulated (2) or more years of credited work experience in the classification in that plant will not be reduced before all apprentices who have not completed (4) periods of the shop training schedule have been reduced from that classification
- All employees-in-training in the classification will be reduced before any apprentice who has completed (4) periods of the shop training schedule is reduced

The completion of (4) periods of the shop training schedule for apprentices and the credited work experience in the classification in that plant for employees-in-training for purposes of this procedure shall be based on a calculation made as of the last Monday of the month preceding the month during which such a reduction occurs.

Similar consideration is to occur when there is a need to recall a number of employees to a classification where there are both employees- in-training and apprentices reduced from the classification.

Any complaints regarding the application of this procedure in any plant may be taken up with Local Management of that plant by the Local Shop Committee and if not resolved may be reviewed by the appropriate section of the International Union with the Company.

Very truly yours,
Jeff Handy, Human Resources, [See Par. (122),(135),(161),(175)]

Doc No. 67
ADMINISTRATION OF PARAGRAPH (178)

DATE: February 26, 2015

SUBJECT: Administration of Paragraph (178)

During the current negotiations the Union complained about improper administration of Paragraph (178) by local management.

These complaints centered around the hiring of skilled trades employees as journeypersons without sufficient checking by local Management of the documents presented by the applicants to assure they quality for such status in accordance with the provisions of Paragraph (178). They also complained that in some instances Management shifted the blame to the Union when such an employee had to be released because, upon further investigation, the information upon which Management relied to hire the individual did not meet the criteria of Paragraph (178).

In response to these complaints, the Company stated it would provide such documentation to the Local Joint Skilled Trades and Apprentice Committee and the matter will be thoroughly investigated before an employee is hired. In this regard, it was observed that establishment of such proof of status is often expedited when the applicant is a laid off bona fide UAW journeyperson. Additionally, the Company assured the Union that any explanation concerning the reasons a newly hired journeyperson employee must be terminated because of failure to meet the requirements of Paragraph (178) is to be based on those factual reasons and not on the fact that the Local Union may have questioned the matter.

The parties mutually agreed that both the local Management and the local Union must exercise fair but sound judgment when considering matters relative to Paragraph (178).

Very truly yours,
Jeff Handy, Human Resources

Doc No. 68
TRANSFERS AND PROMOTIONS—LOCAL SUSPENSION OF PROVISIONS

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations, Rolls-Royce Corporation and the International Union, UAW discussed the problem of the movement of people through transfers and promotions during critical periods in plant operations.

Accordingly, this letter is to confirm the agreement reached that the local parties are delegated the authority to mutually agree on the suspension of the application of the Agreement and local agreement provisions relating to transfers and promotions, all or in part, during periods of model build out, model startup, plant rearrangement, major line speed change, product change, addition or elimination of a shift, or other mutually recognized problem period. Further, such local agreements shall be reduced to writing and signed by the local parties.

Very truly yours,
Jeff Handy, Human Resources, [See Par, (59), (63)]

Doc No. 69
FEDERAL INCOME TAX WITHHOLDING

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

This will describe the methods to be used by the Rolls-Royce Corporation Payroll Department in regard to withholding of Federal income tax from employee's wages attributable to grievance awards, vacation pay and pay in lieu of vacation from employee's wages.

Grievance awards in excess of \$500.00, but involving periods less than one calendar year, will be treated as supplemental wages and income tax withholding will be calculated using the Federal income tax regulations regarding supplemental earnings.

Likewise, pay in lieu of vacation also will be treated as supplemental wages and income tax withholding will be withheld using the Federal income tax regulations regarding supplemental earnings.

It should be noted that the tax withholding referenced above only covers the Federal withholding amount. An amount of FICA taxes and state or local income taxes, where applicable, will be in addition to the amount withheld for Federal income tax.

Grievance awards which are less than \$500.00 will be aggregated with the regular payroll and the income tax withholding will be calculated on the total amount.

If a grievance award is made for a period of more than one calendar year, the income tax withholding will be calculated as if the payment were for a single annual period. Thus, in such situations, Rolls-Royce Corporation Payroll will use the annual percentage table to calculate the income tax withholding for such awards. This method would be the same as considering the award as having been paid equally over the preceding 52 weeks.

For vacation payments made for time away from work, such payments will continue to be treated as a regular wage payment, i.e., income tax withholding will be calculated as if the vacation payment represented a regular weekly wage payment.

The above methods are dictated by Federal Income Tax Regulations. Therefore, any change or amendment to such Regulations will, of necessity, have to be reviewed for compliance with the above changes.

Formal procedures to effect these changes are being communicated to Rolls-Royce Corporation Payroll by copy of this letter, with instructions to make these changes as soon as practical.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 70
PROCEDURE TO CORRECT PAY SHORTAGES

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

This will confirm our understanding that the following procedure for correcting pay shortages due to Management error, of four (4.0) pay hours or more, will be utilized. It is further understood that all current local agreements regarding this subject will be rendered null and void upon implementation of this procedure.

- Upon employee request, Rolls-Royce Corporation Payroll will be notified of the shortage.
- Rolls-Royce Corporation Payroll will prepare a check with the employee's normal tax deductions.
- The check will be available to the employee at the plant by the end of the next workday (excluding weekends and holidays).

Very truly yours,
Jeff Handy, Human Resources

Doc No. 71
EMPLOYEE SOCIAL SECURITY NUMBERS

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During 2015 Negotiations, the parties discussed the posting of computer reports with complete social security numbers at Company locations. As soon as practical following these negotiations, a systems change will be implemented whereby posted reports generated via the Human Resources System reflect no more than the last five numbers of an employee's social security number. Locally generated reports, which are posted, will be modified in the same manner.

Very truly yours,
Jeff Handy, Human Resources

Doc. No. 72
EXCERPT FROM THE MINUTES OF THE WAGE MATTERS SUB-COMMITTEE

During the course of negotiations, the Union raised concern about situations in which employees had deductions from their paychecks to recover over-payments of wages made in error without having been properly notified per Paragraph 49 of the Rolls-Royce Corporation-UAW National Agreement.

The Company responded that following the conclusion of these negotiations it would reiterate to appropriate plant personnel its commitment to properly notify an employee prior to the end of the month following the month in which the check (or payroll order) in question is delivered to the employee.

Doc No. 73
RETIREE USE OF FITNESS CENTER

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During these negotiations, the parties discussed allowing retired UAW-represented Rolls-Royce Corporation employees to use an in- plant fitness center, if one is developed at some time in the future. Rolls- Royce Corporation retirees will be eligible to utilize any such in-plant fitness center on a space available basis, at non-peak usage periods, when the local fitness center is in operation. The schedule of usage will be determined by the local joint parties based on factors such as location of the fitness center, present hours of operation, present plant employee usage, and other criteria as determined by the local joint parties.

Retirees will be required to complete the proper registration process (physician consent form, liability waiver, etc) that active employees are required to complete in line with UAW-Rolls-Royce Corporation fitness center guidelines.

It is also understood that nothing contained herein or in existing or future statements concerning employee fitness centers or steps taken to implement its programs and related services shall be construed or interpreted as constituting a waiver of either the Company's or the Union's rights or responsibilities under the National Agreement, nor are the centers intended in any way to create for any employee or retiree an enforceable obligation against the Company, the Union, or their representatives.

In addition, it is the parties' intent that any program or related services provided in or through employee fitness centers are not to be construed as benefits or insurance programs. Finally, the Grievance Procedure set forth in the National Agreement shall not apply to, or have jurisdiction over, any matters related to the employee fitness centers.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 74
CENTER FOR BENEFIT PLANS AND HEALTH AND SAFETY REPRESENTATIVES

DATE: February 26, 2015

SUBJECT: Center for Benefit Plans and Health and Safety Representatives

"During the negotiations, the Union indicated that the increased complexities of the Benefit Plans Representatives' duties and the function that the Health and Safety Representatives will be expected to perform make it desirable for these Representatives to be provided a Center from which to conduct their important activities. Such a Center would provide these Representatives a place to carry out their respective duties in a professional manner and to retain orderly records necessary to their functions."

"The Company agreed that such a Center is desirable for the internal use of the Benefit Plans and Health and Safety Representatives in the larger manufacturing and assembly plants."

"The Company and the Union, realizing the value of proper administration in these areas, agree that the Center shall be used only by the Benefit Plans and Health and Safety Representatives."

[See Memo-Work Centers] [See Doc 75, 76]

Doc No. 75
FACILITIES FOR UNION MEMBERS OF LOCAL APPRENTICE COMMITTEE

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the course of the current negotiations, the Union cited the problem Union members of the Local Apprentice Committee have relative to keeping necessary records and preparing written materials.

To meet this problem, each location employing less than 50 apprentices is requested to furnish a file or a cabinet which will provide the Union members of the Local Apprentice Committee a place to store their records and do their records and do their necessary writing. This file or cabinet should be similar to that which has been furnished District Committeepersons in the plant and should be placed in an appropriate and secure location near their work area.

In addition, the Union requested, and the Company agreed that at plants employing 50 or more apprentices, the Union members of the Local Apprentice Committee will be furnished a desk and chair for their use in the Center for Benefit Plans and Health and Safety Representatives to perform legitimate clerical functions which are related to their duties as provided in the Rolls-Royce Corporation-UAW Agreement.

Very truly yours,
Jeff Handy, Human Resources, [See Par (121)] [See Memo-Work Centers] [See Doc 74,76]

Doc No. 76
SPACE AND FURNISHINGS PROVIDED FOR UNION BENEFITS PLAN AND HEALTH SAFETY REPRESENTATIVES AND THE UNION MEMBERS OF THE LOCAL APPRENTICE COMMITTEE

Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations, the parties discussed the matter of space and furnishings provided for union representatives with responsibility for benefit plans, health and safety and apprentice matters.

We are as interested as you are in providing facilities which enable all of these representatives to carry out their responsibilities. As soon as practical after the effective date of this agreement, in the locations where there is insufficient room to accommodate these union representatives in the present facility local Management will expand it to make this accommodation. It is understood that at some of these locations where plant layout considerations are involved local Management may accommodate the need for additional room by relocating the facility or by providing a separate space in a suitable location for some of these union representatives. In that regard, at locations employing 600 or more employees a second desk and chair will be provided for benefit plans representatives. We will work with you and our divisions on any problems in this regard brought to our attention.

The specifications of such new or expanded facilities will be consistent with the specifications originally established as a result of the George B. Morris, JR. letter to the International UAW, dated November 19, 1973, regarding the Centers for Benefit Plans and Health and Safety Representatives.

Very truly yours,

Jeff Handy, Human Resources, [See Par. (124)] [See Memo-Work Centers] [See Doc. 73,74,75]

Doc No. 77
LOCAL UNION PRESIDENTS

December 16, 1996

Mr. Richard Shoemaker

Vice President and Director General Motors Department International Union, UAW

8000 East Jefferson Avenue Detroit, Michigan 48214

Dear Mr. Shoemaker:

During the current negotiations, the parties discussed the duties of the Local Union President in Allison plants. The parties agreed that the president's function includes, in addition to administrative duties as the Local Union's Chief Executive Officer, certain elements of Agreement administration.

Accordingly, the Company agreed that in plants employing 500 or more employees where the Local Union President is a full-time employee, such president will be allowed to perform legitimate administrative functions without loss of pay up to a total of forty (40) straight time hours per week. Moreover, in those same plants such president, as a portion of the forty (40) hours will be permitted to leave the plant in accordance with Paragraph (24) of the Allison-UAW Agreement and will be paid for up to six (6) hours per day Monday through Friday to perform legitimate administrative functions.

Such Local Union President shall notify the designated Management representative, when leaving and returning to the plant during working hours.

Moreover, in those same plants when such Local Presidents are absent for at least one full working day for reasons other than those provided herein, Management will recognize a temporary replacement from among the full-time employees. Notification of such replacement shall be submitted in writing at least twenty-four hours in advance to Local Management's designated representative. In the event such a replacement is made, the Local President shall not be paid, and the replacement will be permitted to utilize out of the plant with pay pursuant to the provisions herein.

In as much as Allison Engine Company employees are represented by Local 933, UAW, which is an amalgamated Local Union also representing employees of Allison Transmission Division of General Motors Corporation, the current circumstances of the President of Local Union not being an employee of the Company may exist. In such circumstances the procedure by which the President's presence in Allison Engine Company can be documented and the information transmitted to his home unit for payment and subsequent reimbursement by the Company will be established by mutual agreement between the President of Local 933, UAW and the Manager of Hourly Personnel Administration.

Any problems associated with the implementation or administration of this letter will be reviewed between representatives of the Vice President of the GM Department of the International Union, UAW or his designee and the Company.

Very truly yours,

Barry D. Smith Vice President

Doc No. 78
ANTICIPATED TERMINATION OF SICK LEAVES

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Mr. Snow:

During these negotiations, the parties discussed at length the Union's concern that certain employees on sick leaves of absence were not made aware of the anticipated return to work date supplied to Management by the employee's personal physician.

As a result of those discussions the Company advised the International Union that as a matter of policy it would, effective immediately initiate a procedure whereby, in those instances where such information was submitted directly to Management by the employee's attending physician, an employee on a sick leave of absence would be provided written notification of the most current anticipated return to work date designated by his attending physician. A copy of this notification will be provided the Chairperson of the Shop Committee.

In establishing such a procedure, it is mutually recognized that providing or not providing such information will be without prejudice to either part in the application of any terms of the National Agreement and will not be cited or relied upon by an employee, the Union, or Management as a basis for any claim.

Very truly yours,
Jeff Handy, Human Resources, [See Par. (106), (111)(b)]

Doc No. 79
CHANGE IN ESTABLISHED SHIFT HOURS OR LUNCH PERIODS

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations the International Union raised the contention that certain local managements had failed to hold the advance discussion specified in Paragraph (88), regarding change in the established shift hours or lunch period.

Accordingly, the Company informed the union that it would advise its Local Plant Management that the matter of a change in established shift hours or lunch periods will be discussed as far in advance as possible with the Shop Committee.

A record of that discussion, which includes the position of the local Union regarding the change, will be published in the minutes of the second step meeting.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 80
HEALTH AND SAFETY ROLES AND RESPONSIBILITIES

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During these negotiations, the parties discussed the roles and responsibilities of Rolls-Royce Corporation Management in the Joint Health and Safety Process. The parties agreed that leadership direction, whether Management or Union, must always be consistent with the Joint Health and Safety Process.

The parties agree to utilize the joint health and safety programs to help support our efforts to achieve a healthy and injury-free workplace. The Management group identified to oversee our health and safety improvement efforts at Rolls-Royce Corporation is committed to and desirous of using the Joint Health and Safety process in our facilities covered by this agreement.

Therefore, the parties agreed that members of Rolls-Royce Corporation Management and representatives of the Union will support and operate within the policies and procedures established in the Joint Health and Safety Process.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 81
HEALTH AND SAFETY REPRESENTATIVES' ROLES AND RESPONSIBILITIES

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the 2015 negotiations, the parties discussed at length the role and responsibility of the Local Joint Health and Safety Committee. The parties agreed that the role and responsibility of the Local Committee is primarily to serve as a technical resource and consulting team to the local Management and Union in matters regarding employee health and safety. In the performance of this role, the Local Joint Health and Safety Committee should coordinate joint activities directly related to employee health and safety and prevention of occupational injuries and illnesses. Among these activities are job related health and safety training, hazard communication, industrial hygiene technician sampling and ergonomics. Hourly employees assigned to perform joint health and safety activities shall be appointed by the Union.

In recognition of the desirability of maintaining the professional standards established for employees assigned to health and safety activities, the local parties will establish a system to encourage and recognize the professional development of joint local health and safety representatives and other employees assigned to such activities.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 82
REDUCTION IN EMPLOYEE EXPOSURE TO METAL REMOVAL FLUIDS

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the 2015 negotiations, the parties discussed the applicability of a reduction in employee exposure to metal removal fluids.

Rolls-Royce Corporation will continue to assess employee exposures at operations using metal removal fluids and, on the basis of the most recent scientific studies, will comply with an Occupational Exposure Guideline of 1.0 mg/m³ or less (expressed as Machining Fluid Total Particulate, MFTP) on existing equipment in our existing facilities.

In addition, Rolls-Royce Corporation will specify that new equipment be engineered and designed to attain a level of 0.5 mg/m³ (expressed as Machining Fluid Total Particulate, MF-TP). Also, we agree to jointly develop a procedure to verify that this level has been attained at initial production start-up, and efforts will be made to maintain this level after production start-up.

Furthermore, Rolls-Royce Corporation recognizes that efforts are under way in the scientific community on many fronts to develop an appropriate sampling and analytical method to assess employee exposure to metal removal fluids. However, until this is accomplished, Rolls-Royce Corporation will continue to utilize its interim MF-TP procedure.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 83
OVERTIME POLICIES

Inter-Organization

Date: February 26, 2015
Subject: Overtime Policies
To: BU Managers / Human Resource Managers

As part of the current negotiations, Rolls-Royce Corporation informed the International Union, UAW that it is the Company's intention to continue its previous policy regarding overtime practices. This policy will be applicable only to those employees who are not covered by the provisions of Paragraph (71a) of the 2008 National Agreement.

There was considerable discussion in these negotiations about the claims of the International Union, UAW that too many employees who are required to work overtime over extended periods are not excused from overtime work assignments even though they have legitimate reasons to be excused.

The Company pointed out that overtime serves a number of functions essential to the effective operation of Rolls-Royce Corporation's tightly integrated and interdependent manufacturing system. In many instances overtime must be working in order to permit the plant to meet schedules. Emergency overtime to repair breakdowns in essential equipment is often necessary to prevent or minimize interruptions in plant operations and resultant short work weeks for many employees. Overtime is also necessary on bottleneck jobs and also during certain times of the year in order to meet various deadlines and to satisfy fluctuations in customer demand for Rolls-Royce Corporation products.

Both the International Union and the Company recognized that the nature of the business requires overtime work assignments. In many instances, however, less than a full complement in a supervisor's group is needed to fill the jobs which are working overtime. When less than a full complement of employees is needed it is usually practicable for the supervisor to excuse employees who do not wish to work and confine the overtime assignments to those employees who do wish to work.

In situations where there are sufficient employees available who wish to work overtime and who are capable of doing the overtime work assignments, employees who do not wish to work overtime are to be excused from doing so, insofar as practicable.

Employees who are required to work overtime should be given as much advance notice as is practicable so that they can make any personal arrangements that may be necessary.

An individual employee's personal problems in connection with working overtime should be given careful consideration and such individual needs should be recognized. The individual employee's request to be excused from an overtime work assignment, when made a reasonable period of time in advance, should receive every possible consideration. When the request is granted, the employee will be notified as far in advance as possible so that the employee can make personal plans accordingly. Thereafter, any cancellation or change in the arrangements to excuse the employee will only be made by mutual consent.

Except in situations of an emergency or crisis nature, an employee who is not assigned to a necessary continuous seven-day operation and who has worked thirteen consecutive calendar days will be excused from work on the next following Sunday provided the request for the day off has been made before the end of the employee's shift on the previous Friday.

Very truly yours,

Jeff Handy, Human Resources, [See Par. (71)] [See Memo-Overtime] [See Doc. 116]

**Doc No. 84
WEATHER CONDITIONS LETTER**

Date: February 26, 2015

Subject: Failure to Work Forty Hours as a Consequence of Severe Weather Conditions

The following is intended to address situations where employees fail to work forty (40) hours as a consequence of severe weather conditions. In general, the following determinations will apply with respect to a plant shutdown.

1. In situations where the Company, by virtue of the declaration of a public emergency by a governmental body gives notification by public announcement (radio, TV, Newspaper) that it will not be open for operations, a maximum payment of eight (8) hours will be made to employees regularly scheduled to work during the period of the declared shutdown for each day of the declared shutdown. Such payments will be calculated based on the employee's assigned rate of record and will include any applicable shift premiums and COLA. In order to be eligible for such payment the employee must be considered a seniority employee under the relevant section of this Agreement.

2. In situations where the Company has attempted to operate but has been forced to shut down due to the absenteeism of its employees, and such absenteeism is deemed by the parties to be attributable to severe weather conditions, a payment, calculated as the payment referenced in Paragraph 1 above, and reflective of the period for which they lost wages, will be made to employees who reported to work and were sent home without having received a full eight (8) hours pay for the day in question due to the declaration of a shut-down, in light of employee absenteeism.

3. In situations where a Warning has been declared for severe weather employees who were scheduled to report on the day such a situation occurs will be eligible to receive a maximum payment of eight (8) hours including shift premiums and COLA for such an occurrence provided a "Warning" level has been declared before the employee's schedule shift starts by the Indiana Department of Homeland Security for.

a. The employee's on record county of residence.

b. A county the employee must drive directly through to reach work from the employees on record county of residence.

4. In the calculation of any payments identified in 1, or 2, above, such payment will be offset on an hour for hour basis for any overtime hours (on a straight-time basis) made available to an eligible employee before the occurrence of the severe weather situation during the payroll week within which the severe weather situation occurs.

Very truly yours,
Jeff Handy, Human Resources, [See Par (80), (224)] [SeeDoc. 3]

Doc No. 85
INNOVATIVE WAGE STRUCTURE

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During these negotiations, the parties discussed at length issues that have arisen regarding the application of the Local Wage Agreement in the Company's plants. Historical differences have resulted in some wage rate variations which the parties have attempted to address in previous negotiations. Likewise, the plant is engaged in various manufacturing operations having histories which resulted in classification structures that are not compatible with modern manufacturing methods and organizational structures.

In recognition that continuing improvements in the employee's quality of work life, quality of the product, and operational efficiencies are necessary and desirable, the parties have explored various methods to improve the wage structure within the Company's manufacturing operations.

The parties agreed that innovative wage agreements could be instrumental in attaining these objectives and accordingly, the National parties have agreed to work with and support any plant where there exists a mutual desire to explore such a concept.

Although not meant to restrict the full range of ideas and concepts which could be explored, the parties examined the concept of establishing three (3) non-skilled rates in a plant; sanitation/maintenance, production, and utility. It was understood that appropriate transfer, seniority, shift preference, and other modifications are desirable and necessary to support such an innovative wage structure. This concept would be only one of the options available to a plant that desired to explore innovative wage structures. "Levels of Learning" or "Pay for Knowledge" systems would also be options to be considered.

There is a mutual desire on the part of Management and Union to explore any such innovative wage agreement concepts, they are specifically encouraged and authorized to discuss and propose such modifications. The National parties will provide any necessary assistance to the local Union and the local Plant Management. Any final agreement shall continue to be subject to the approval of the International Union and the Company, who will review these proposals in line with the concepts outlined in this letter.

Very truly yours,
Jeff Handy, Human Resources, [See Par (89a), (97)] [See CSA #11]

Doc No. 86
CHRISTMAS HOLIDAY PERIOD

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

This is to confirm our understanding concerning the Christmas holiday periods provided under our 2015 Agreement.

The new agreement is intended to continue the concept of an unbroken Christmas Holiday Period from the day before Christmas through New Year's Day (inclusive); a period that encompasses two weekends.

Very truly yours,
Jeff Handy, Human Resources, [See Par. (66),(203)(3),(203c)]

Doc No. 87 Deleted

Doc. No. 88
CAR DISCOUNTS

January 7, 1996
Mr. Richard Shoemaker
Vice President and Director General Motors Department International Union, UAW
8000 East Jefferson Avenue Detroit, Michigan 48214

Dear Mr. Shoemaker:

During the 1997 negotiations the parties discussed the desire of Allison employees to be able to purchase new American made vehicles at a discount. The parties agreed that a joint team would be formed to discuss with "Big 3" car dealers within Indianapolis and the surrounding communities the possibilities of obtaining Allison employee discounts for new car purchases from such dealers.

Very truly yours,
Barry D. Smith, Vice President

Doc. No. 89 Deleted

Doc No. 90
PERSONAL PRIVACY

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow,

During these negotiations the Union raised a number of concerns regarding the subject of personal privacy. The discussions centered on the collection and dissemination of personal data concerning employees and/or their conduct in the workplace.

The Company reassured that it places as much importance on the confidentiality of such information as does the Union. In this regard, the Company will continue to protect and respect the confidential nature of all personal information. Both the Company and the Union agreed that the collection and dissemination of all such data must be related to the legitimate needs of the business or as required by any local, state or federal law, regulation, or court order.

Very truly yours,
Jeff Handy, Human Resources

**Doc No. 91
SALE OF BUSINESS**

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During these negotiations, the Union requested the Company to agree that any sale of an operation as an ongoing business would require the buyer to assume the 2015 Rolls-Royce Corporation-UAW Collective Bargaining Agreement. The Company agreed to do so in the case of any such sale during the term of the 2015 Agreement.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 92 Deleted

**Doc. No 93
BEREAVEMENT VACATION WITH PAY**

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow,

During the current negotiations, the parties discussed the possibility of a death of an immediate family member as defined in Paragraph (218b) the Rolls-Royce Corporation-UAW Agreement occurring during a period in which an employee is on vacation time off with pay.

This confirms our understanding that if such circumstances occur where the employee has satisfied the requirements of Paragraph (218b), the employee will be entitled to three additional days of vacation time off during the employee's vacation eligibility year. If an employee does not use these days by the employee's next vacation eligibility date, the employee shall be compensated for these days at a rate of pay established in accordance with Paragraph (192) of the Rolls-Royce Corporation-UAW Agreement. Recovery of overpayments made pursuant to this understanding will be made in accordance with Paragraph (202d).

Very truly yours,
Jeff Handy, Human Resources

Doc No. 94
HOLIDAYS OCCURRING DURING AN APPROVED VACATION

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow,

During the current negotiations the parties discussed the situation where an employee has applied for and been granted a vacation for a calendar week which contains a holiday as defined by Paragraph (203) of the Rolls-Royce Corporation-UAW Agreement. The Union was concerned that if an employee was credited with a full week of vacation time off under this situation, the employee would not be able to receive the employee's full vacation time off as contemplated in the Vacation Entitlement Section.

The Company recognizes the desirability of providing vacation time off up to the employee's eligibility for vacation entitlement as of the end of the current eligibility year. Accordingly, the Union was advised that in situations described above an employee would be eligible for an additional day of absence for vacation purposes to be scheduled in accordance with local practice. This would not apply to holidays falling within the Christmas Holiday Period as defined in Paragraph (203).

Very truly yours, Jeff Handy, Human Resources

Doc No. 95
GRIEVANCE PROCEDURE

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow,

During the discussions that led to the 2015 Collective Bargaining Agreement, the parties held lengthy discussions regarding the grievance procedure and its proper implementation. Both parties acknowledged that the Grievance Procedure has worked well over the years in resolving problems when it was properly administered as outlined in the National Agreement.

The Union claimed that in some instances, the Grievance Procedure provisions have not been properly applied relative to the intent of the National Agreement. Specifically, the Union remarked that at some locations, grievances were allowed to accumulate at the various steps of the Grievance Procedure and/or were not answered in a timely manner at the lower steps of the procedure. The Union further claimed that in some cases Management representatives were not available for or were unwilling to schedule regular grievance meetings. The Company stated their concern that at times, Union Representatives demanded answers to grievances before Management had an opportunity to investigate the charges contained in the grievance.

As a result of the foregoing, the parties reviewed the contents of Document No. 44 and Document No. 45 and reaffirmed their mutual desire and intention to assure that grievances will not be unduly delayed nor allowed to accumulate at any step in the Grievance Procedure in any plant. Furthermore, it was recognized that both parties have the responsibility to meet regularly on grievances in accordance with the terms of the Agreement and that such meetings should not be postponed or delayed unnecessarily. In this regard, the parties agreed that complaints in this area will be handled under the provisions of Paragraph (5a) of the Agreement. Before such problems are referred from the plant, however, the situation will be discussed between the Chairperson of the Shop Committee, the President of the Local Union and the Regional Servicing Representative, and the Director of Human Resources and Employee Relations Manager.

Very Truly Yours, Jeff Handy, Human Resources

Doc No. 96
“COOLING OFF” PERIOD

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow,

During the course of the current negotiations, the Union expressed concern that some disciplinary interviews escalated into confrontations because tempers flared. The Union suggested that in these situations a “Cooling Off” period would be beneficial to all concerned.

The Company and the International Union agreed that contemplated discipline should be discussed in a calm manner allowing for an objective evaluation of the facts. In those situations where emotions preclude this from happening, the parties agreed that as a matter of practice and when possible, such discussions should be postponed until such time that, in the opinion of Management, a constructive exchange of information could occur.

Notwithstanding the foregoing the parties recognized that certain actions such as assault, or other serious acts of misconduct would render the “cooling off” period totally inappropriate.

Additionally, it was mutually recognized that providing a “cooling off” period will be without prejudice to either party in the application of any terms of the National Agreement and will not be cited or relied upon by an employee, the Union, or Management as a basis for any claim.

Very truly yours,
Jeff Handy, Human Resources, [See Par. (76)]

Doc No. 97 Deleted

Doc No. 98 Deleted

Doc. No. 99
ROLLS-ROYCE CORPORATION POLICY REGARDING SEXUAL HARASSMENT

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

The following is the text of Rolls-Royce Corporation written and published policy regarding sexual harassment.

Rolls-Royce Corporation has had, for many years, a written and widely distributed policy on equal opportunity employment. Sexual harassment, as in the case of harassment based on age, race, color, religion or national origin, has long been regarded as a violation of this policy.

All employees are expected to deal fairly and honestly with one another to ensure a work environment free of intimidation and harassment. Abuse of the dignity of anyone, through ethnic, racist or sexist slurs or through other derogatory or objectionable conduct, is offensive employee behavior. Sexual harassment also includes unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.

All Rolls-Royce Corporation employees are entitled to a work environment in which words and actions do not have even the appearance of disrespect. Sexually oriented jokes, cartoons, pictures, language, certain gestures and touching may be offensive to people and, therefore, may result in a hostile work environment. This type of conduct will not be tolerated in the workplace. Rolls-Royce Corporation facilities must be free of hostility resulting

from sexually oriented behavior. It is the responsibility of management and each employee to maintain an environment free of hostility.

As in the case of other unfair employment practices, if you believe you have been subjected to sexual harassment, you may bring your concerns to the attention of either your immediate supervisor, personnel director or representative, or you may utilize appropriate and existing internal complaint procedures.

Rolls-Royce Corporation and the UAW are in agreement that complaints of sexual harassment should be dealt with promptly and fairly under existing internal procedures as provided under Paragraph (6a) of the Agreement.

Very truly yours,
Jeff Handy, Human Resources

**Doc. No. 100
WARRANTIES**

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations the Union complained there has been inconsistent administration of the "normal warranty" provisions of Paragraph 183(b) of the Agreement. The Union indicated that plant management insists on warranties beyond normal periods of time and that our skilled employees are not assigned to the new equipment or machinery until long after it has been in the plant. This does not provide the opportunity for our own skilled trades to learn how to keep such equipment operating effectively.

The Company informed the Union that good business practice includes the use of warranty arrangements sufficient to assure that the equipment purchased by the Company performs according to specifications required by the purchase contract.

The parties agreed that many locations through cooperative efforts such as assigning UAW-Rolls-Royce Corporation employees with vendors during installation and servicing, progressive training arrangements both onsite and offsite, etc., have resolved all their problems attendant to this issue. The Company and the International Union encourage each local union and local management to pursue such reasonable working agreements.

Instances that are not resolved may be handled under the subcontracting provisions of this agreement.

Very truly yours,
Jeff Handy, Human Resources

**Doc No. 101
EDUCATIONAL AND CAREER COUNSELING**

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the course of national negotiations, the parties discussed matters relating to the Tuition Assistance Program and the shared concern that eligible employees may be using available tuition assistance funds for courses or programs that do not maximize their educational potential. As a result, it was mutually agreed it would

be desirable and potentially cost effective to continue to make available competent educational counseling to such employees when educational decisions are being contemplated.

Accordingly, following negotiations, the parties jointly commit to review the experience of the Educational Development Counselor (EDC) Program currently underway. Following such review, the parties will seek authority and funding from the Executive Review Board to further implement cost effective methods of providing such counseling, including utilization of public and private resources, where practicable.

Very truly yours,
Jeff Handy, Human Resources, [See Memo-Tuition Assistance]

Doc No. 102
TUITION ASSISTANCE PROGRAM COLLEGE RECOGNITION

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the course of national negotiations, the parties held extensive discussions on issues involving the Tuition Assistance Program (TAP). One of the issues discussed concerned utilization of TAP benefits to obtain educational credit for certain in-plant training. In this regard the parties agreed as follow:

In instances where employees, by virtue of their job assignment, are being provided with technical or professional training, the parties will jointly work with local recognized degree granting institutions to determine the possibility of obtaining credit for such training. Such credit would be applied toward recognized degree requirements only if the employee so desires. Additionally, it is anticipated that costs for such credits will not normally equate to full credit hour charges at the institutions involved. Some examples of circumstances under which this understanding would be utilized are training programs associated with Health and Safety or Employee Assistance Program assignments and applicable Human Resource Center Developed Training Courses.

Very Truly Yours,
Jeff Handy, Human Resources, [See Memo-Tuition Assistance] [See Doc 8, 39]

Doc No. 103 Deleted

Doc No. 104
MOVEMENT OF WORK-ADVANCE NOTICE

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations, the Union expressed concern regarding changes which affect the movement of work after a Paragraph (96a) has been agreed upon and/or employees transferred. Also, the Union indicated a need for improved advance notification of pending transfers of work.

The Company informed the Union of its interest in providing advance information as soon as is practicable to do so regarding the transfer of operations. Also, once a Paragraph (96a) has been agreed upon, barring any unforeseen circumstances, the work will move.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 105

December 17, 1996
Mr. Richard Shoemaker
Vice President and Director General Motors Department International Union, UAW
8000 East Jefferson Avenue Detroit, Michigan 48214

Dear Mr. Shoemaker:

During our discussions regarding a continuation of the Independence Week Shutdown as a part of the 1997 Allison/UAW National Agreement, we explained that it had not been a practice at Allison to utilize the Independence Week as a time for discontinuing operations within our facilities and we did not anticipate using it as such in the foreseeable future. On that basis the parties agreed to make the time available as additional "vacation time off" as specifically provided for in Paragraph (202c) of the 1997 Allison/UAW National Agreement.

As a result of the discontinuance of the Independence Week Shutdown at Rolls-Royce Corporation, the following Paragraphs were not carried over from the 1993 National Agreement to the 1997 National Agreement.

(98) reference to Independence Week Shutdown
(189) reference to Independence Week Shutdown (202a)
(202b)
(202c)
(202d) (202d)(1)
(202d)(2)
(202d)(3) (202e) (202f)(1)
(202f)(2)
(202f)(3) (202g)
(202j)

Barry D. Smith, Vice President

Doc No. 106
SKILL CENTERS-TRAINING IN PLANT

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the negotiations the parties discussed the need for basic educational opportunities and training through existing in-plant or other dedicated, accessible and adequate facilities approved by the Local Joint Activities Committee. The parties agreed to increase their emphasis on basic educational opportunities and training while ensuring that employees and their spouses continue to have access to education and training opportunities for basic skills in areas such as math, reading, problem solving or language. The parties are expressly interested in assisting employees and their spouses who want to master new skills and achieve personal goals in basic education. In this regard, it was agreed that the Joint Skill Development and Training Committee will develop a basic education curriculum in six main areas of educational counseling and learning opportunities:

- Adult basic Education-provides an emphasis on skill building in the areas of reading, writing, language and mathematics.
- General Education Development-provides the opportunity to prepare for a high school equivalency exam for those who have not earned a high school diploma.

- Educational Enrichment Services- provides the opportunity to sharpen skills in areas such as math, writing, reading comprehension, communication, problem solving and science, which can assist participants in technical training, college courses, or other personal goals.
- High School Completion- provides the necessary instruction in subject areas required to complete a high school diploma.
- English as a Second Language- provides instruction in speaking and writing the English language for participants whose native tongue is not English.
- Academic Advising Services- provides individualized academic advising services to participants to assist them in identifying and pursuing basic education goals through project educational staffs and Educational Development Counselors.

The basic education curriculum and any enhancements would continue to be developed through the coordinated efforts of Local Joint Activities Committees (LJAC) along with local education providers and approved by the Key 4.

Additionally, the parties agreed to develop curriculum changes and/or enhanced curriculum insuring that employees and spouses have access to education and training opportunities to meet the challenges of the coming information age. To assist in this process the parties will solicit input from local educational agencies and other external sources regarding what changes are deemed appropriate in the Skill Center curriculum and administration.

The program design generally will focus on the individuals, adapting to the different interests, abilities, and work schedules of the participants including:

- Individual Needs Assessments
- Individual Instructional Plan
- Individual and Small Group Instruction
- Computer-Aided and Computer-Managed Instruction
- Instruction in Diverse Subject Area, and
- Participant Anonymity

Hardware, software and training materials used in the above-mentioned computer-aided and computer-managed instruction are subject to approval by the Key 4.

This Skill Center is intended to create an environment which allows educational opportunities to be more accessible within a positive environment. Project services would be integrated and coordinated with other personal development, educational and training activities. Project staff will be made available at times that are convenient for workers including before and after shifts, breaks and lunchtimes.

The above educational pursuits will be supported by training funds and will be administered by the Local Joint Activities Committee with oversight by the Key 4. In addition, these facilities may be used for other appropriate training approved by the Local Joint Activities Committee.

If a plant constituting a local bargaining unit is scheduled to be idled or closed, the local parties will notify the Shop Committee of their proposed plan to alter Skill Center services for participants enrolled in the plant's Skill Center.

The notice will include a projected date for alternative arrangements, the numbers of participants enrolled and a brief description of the alternative arrangements. Thereafter, the national parties will discuss the matter and resolve any issues by mutual agreement of the Company and the International Union.

Very truly yours, Jeff Handy, Human Resources (See Memo-Joint Activities)

Doc No 107
TRAINING OF INDIVIDUALS WITH DISABILITIES ROLLS-ROYCE CORPORATION

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During negotiations, the parties discussed the need to provide training to all employees, including individuals with disabilities as required by appropriate state and federal law.

Recognizing that providing training to individuals with disabilities may require specialized instruction, the Company agrees to provide appropriate resources that allow individuals with disabilities to receive necessary training opportunities afforded other employees.

Very truly yours,
Jeff Handy, Human Resources, [See Par, (6a)] [See Doc. 32]

Doc No. 108
Memorandum of Understanding Child Care Program

During the course of negotiations, the parties agreed to review and evaluate the operating status of existing Child Care and Child Development Centers, and report on the viability of such a program locally.

Per this agreement the LJAC (Local Joint Activities Committee) will evaluate the existing childcare programs and make recommendations as to whether a local childcare program is viable at the Company, how the program would be funded, and where the center would be located.

If a Child Care Program is found to be viable, plans for the center will be jointly developed to ensure the plan will meet the needs of the employees.

Doc No. 109
PRE AND POST RETIREMENT PROGRAMS

This will confirm our understanding that the parties have agreed to continue their support of the Pre-Retirement Program "Design Your Successful Tomorrow" for UAW-represented Rolls-Royce Corporation employees and their spouses. In addition, the parties have agreed to continue to support the Post Retirement Program implemented during the term of the 1990 Agreement. In this regard the parties have discussed at length the Union's concerns relative to the availability and participation of both Management and Union personnel involved in the implementation of the Programs. The parties renewed their commitment to continue their support for the implementation of and the participation in these programs. Following these negotiations, joint efforts will be required to explore and analyze the various options available in order to address these concerns.

Any problems coordinating the scheduling/facilitating of pre- retirement sessions should be raised with the Key 4.

The programs will be supported by national training funds and will be jointly administered under the direction of the Key 4.

Doc No. 110
GENERAL MOTORS, ALLISON ENGINE COMPANY, UAW MOU

January 10, 1996
Mr. Richard Shoemaker
Vice President and Director General Motors Department International Union, UAW
8000 East Jefferson Avenue Detroit, Michigan 48214

Dear Mr. Shoemaker:

During the current negotiations the parties discussed the Memorandum of Understanding between General Motors Corporation, Allison Engine Company and the UAW dated May 24th, 1994, pertaining to Allison Engine Company bargaining unit employees who were employed by Allison Gas Turbine Division of General Motors Corporation as of December 1, 1993.

- Provisions regarding STATUS WITH GM are found in Paragraph 5 of the attached MOU.
- Provision concerning REEMPLOYMENT BY GM are found in Paragraph 6 of the MOU.
- Provisions pertaining to CESSATION OF BUSINESS are found in Paragraph 16 of the MOU.

Very truly yours,
Barry D. Smith, Vice President

**MEMORANDUM OF UNDERSTANDING REGARDING THE IMPACT ON EMPLOYEES OF THE SALE OF
ALLISON GAS TURBINE DIVISION**

MEMORANDUM OF UNDERSTANDING entered into this 24th day of May 1994 between General Motors Corporation, hereinafter referred to as GM, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the UAW and Allison Engine Company, hereinafter referred to as the Buyer.

WHEREAS, on September 14, 1993, Buyer executed an Agreement with GM to purchase as an ongoing business the Allison Gas Turbine Division, Indianapolis Plant, (hereinafter referred to as AGT) and the Closing Date for this transaction was December 1, 1993; and

WHEREAS, pursuant to the "Sale of Business" letter attached to the 1993 GM-UAW National Agreement as Document No 91, Buyer is required to assume applicable terms of the 1993 GM-UAW National Agreement; and

WHEREAS, GM and the UAW have discussed the impact of the sale on the UAW represented employees at AGT, including the specific application of the provisions of the GM-UAW National Agreement to such AGT employees; and

WHEREAS, the UAW is the certified collective bargaining representative for AGT hourly employees who transferred to Buyer where the UAW will also be the certified collective bargaining representative for such employees; and

WHEREAS, it is the intent of the parties, and the purpose of this Memorandum to resolve all GM-UAW issues to complete the transition of hourly employees from AGT to Buyer' operations.

NOW THEREFORE, it is mutually understood that any other provisions of the 1993 GM-UAW National Agreement, Supplements and Exhibits attached thereto and the local agreement between AGT and Local 933 UAW, to the contrary notwithstanding, the parties hereby agree as follows.

1. ASSUMPTION OF AGREEMENT

- (a)** GM's contract Buyer provides that Buyer will assume the applicable terms of the 1993 GM-UAW National Agreement constituting the 1993 Buyer-UAW Agreement, except as otherwise provided herein, as of the effective date of the sale, hereinafter referred to as the Effective Date.

- (b) Buyer hereby agrees to assume the applicable terms of the 1993 GM-UAW National Agreement and the terms of the recently negotiated Local Agreement.

2. EMPLOYEES RETAINED

GM will continue to be responsible for up to 489 active hourly AGT employees separated from the AGT workforce prior to the Effective Date in accordance with the applicable lay-off procedures in effect at AGT under the GM-UAW National Agreement and the local agreement between AGT and Local 933, UAW. Further, the costs of these employees will not be chargeable to caps established under the GM-UAW National Agreement.

3. EMPLOYMENT WITH BUYER

- (a) GM's contract with Buyer provides that, as of the Effective Date, Buyer will employ all other active hourly represented AGT employees who have unbroken seniority. It is understood that after the adjustment required to accommodate the employees in (2) above, Buyers will be obligated to employ 2000 active hourly represented former AGT employees who have unbroken seniority.
- (b) GM's contract with Buyer provides that, as of the Effective Date, Buyer will also employ all hourly employees on short-term leave of absence status from AGT, who, based upon the reason underlying each such employee's leave status, are reasonably expected by GM to return to active employment within the one (1) year period following the Effective Date. As of the first anniversary of the Effective Date, any such employees, who have not become eligible to return to active employment with Buyer, shall return to employment with GM benefit plans and Appendix "A" of the GM-UAW National Agreement.
- (c) As of the Effective Date, any AGT hourly employees on a leave of absence, who GM does not reasonably expect to return to active employment within the one (1) year period following the Effective Date, shall remain GM employees and shall receive coverage, if otherwise eligible, under the applicable GM benefit plans and provides that, if any such employee becomes eligible to return to active employment during the (1) year period following the Effective Date, Buyer shall offer employment to such individuals as of such date.
- (d) In the event any AGT hourly employee declines employment with Buyer, such employee will be placed on a GM Formal Leave Absence with eligibility for any GM paid benefits. Such employees will be eligible for Appendix "A" of the GM- UAW National Agreement.
- (e) Any AGT hourly employee retained by GM pursuant to (2) above as of the Effective Date, who is offered employment by Buyer within a two (2) year period following the Effective Date and refuses such job offer while not actively at work at GM will be placed on a GM Formal Leave of Absence without eligibility for any GM paid benefits. Unless recalled to AGT, employees will remain on such leave until seniority has broken at all GM plants. The refusal of a job offer from buyer by any such former AGT hourly employee actively at work at GM at the time of the offer will have no impact on the employee's status at GM.

4. SENIORITY

GM's contract with Buyer provides that Buyer will assume the GM seniority status of AGT hourly employees on the Effective Date, who are transferred as of the Effective Date or are otherwise employed by Buyer as provided for in subsection 3 c above, for purposes of continued employment with Buyer and seniority standing under the Buyer-UAW Agreement.

5. STATUS WITH GM

Upon Buyer assuming the GM seniority status of AGT hourly employees, their status with GM will be on "indefinite layoff" with rights as defined in this Memorandum. Such employees will be hereinafter referred to as transferred employees.

6. REEMPLOYMENT BY GM

- (a) Any transferred employee, who makes written application to GM during the term of the 1993 GM-UAW National Agreement, will be eligible for future employment at GM plants on the same basis as laid-off GM-UAW employees pursuant to the provisions of Appendix "A" of the GM-UAW National Agreement. Applicants will be offered opportunities for meaningful employment within General Motors in a manner that protects the

effectiveness of the on-going operations for the Buyer and GM in accordance with the discussions between the parties, as openings occur.

- (b) In the event the Buyer or its successor company ceases doing business, transferred employees who retain GM seniority pursuant to Paragraph (64)(e) of the GM-UAW National Agreement may make application to return to GM under Appendix "A" of the GM-UAW National Agreement.

7. SUB/GIS AND JOBS PROGRAM

- (a) Transferred employees will not be entitled to any benefits under the GM SUB Plan, GIS Program, or JOBS Program except as provided in (d) below. Entitlement shall be governed by the terms of the Buyer-UAW Agreement.
- (b) The maximum liabilities for the SUB Plan, GIS Plan and JOBS Program under the 1993 Buyer-UAW Agreement will be pro-rated based on the portion that the number of transferred employees bears to the sum of all GM-UAW employees plus transferred employees as of the Effective Date.
- (c) The maximum liabilities for the SUB Plan, GIS Plan and JOBS Program under the GM-UAW Agreement will not be reduced as a result of the sale and transfer on employees from GM to Buyer.
- (d) If the Buyer exhausts the SUB or GIS cap(s), GM will be secondarily liable for payment of such benefit(s) for the duration of the 1993 GM-UAW Agreement.

8. REPLACEMENT PENSION PLAN

- (a) GM's contract with Buyer will provide that Buyer will establish a new defined benefit pension plan (hereinafter referred to as the "Replacement Plan"), effective as of the Effective Date, covering all transferred employees which, consistent with Buyer's obligation under the Buyer-UAW Agreement, will contain terms identical to the GM Pension Plan, except for those provisions required to be changed as a result of a new plan sponsor and the provisions addressed in this Memorandum. The intent of the parties is to provide transferred employees with benefits from the Replacement Plan and 318 the GM Pension Plan which apart from any difference that may result from future bargaining, in aggregate, will equal the benefits that would have been provided had the sale not occurred and the employees had continued working for GM.
- (b) The Replacement Pension Plan will provide that all prior periods of credited service (as such term is used in the 1993 GM-UAW National Agreement) of transferred employees as of the Effective Date, or with respect to any employee who becomes a transferred employee after the Effective Date, the date such employee commences active employment with Buyer (hereinafter referred to as the Transfer Date), under the GM Pension Plan will be considered as credited service and will be taken into account under the Replacement Pension Plan for purposes of determining benefit entitlement amounts and eligibility to receive benefits under the Replacement Pension Plans, except for those transferred employees who retire on or before 10-1-96.
- (c) The Replacement Pension Plan will further provide for an off-set to the accrued benefits of each transferred employee under the Replacement Pension Plan, only with respect to those benefits provided by GM credited service under the Replacement Pension Plan, equal to the sum of: (i) the nonforfeitable benefit payable at normal retirement age as determined by GM (actuarially reduced for early commencement where appropriate) of each such transferred employee who is vested under the GM Pension Plan calculated as of the Effective/Transfer Date, and (ii) an amount equal to all subsidies and supplements payable to each such transferred employee under the GM Pension Plan as of the date of each such transferred employee were then retiring from GM and by taking into account solely for eligibility purposes the attained age (but not any additional service from and after the Effective Date, other than service recognized pursuant to Section 1(b)(1) of Article III of the GM Pension Plan) of the transferred employee as of the date of their retirement from Buyer under the GM Pension Plan.
- (d) If, subsequent to the retirement of a transferred employee, the amount of any social security supplement, within the meaning of Treasury Regulation 1.411 (a)-7(c)(4), payable to such transferred employee under

the GM Pension Plan is reduced in compliance with Section 411(d)(6) of the Code, the amount of such reduction shall no longer be subject to the offset described herein.

- (e) Transferred employees will accumulate credited service under the Replacement Pension Plan in accordance with its terms.
- (f) Transferred employees who retire from Buyer on or before 10-1-96 on a normal or early voluntary basis, or other retirement as approved by GM, will not vest benefits under the Replacement Pension Plan; such transferred employees will receive benefits solely from the GM Pension Plan.

9. GM PENSION PLAN

- (a) No other credited service will be granted under the GM Pension Plan after the Effective/Transfer Date, except for transferred employees who retire from the Buyer on or before 10-1-96 on a normal or early voluntary basis, or other retirement as approved by GM, will receive credited service under the GM Pension Plan for a period equal to service accrued with Buyer from the Effective/Transfer Date through date of retirement. Payment of benefits to such transferred employees shall be based on the benefit rates and credited service in effect at date of retirement.
- (b) Transferred employees not covered by 9(a) above shall retain live credited service in the GM Pension Plan and, upon retirement from Buyer, each transferred employee, who was vested in the GM Pension Plan as of the Effective/ Transfer Date, shall be entitled to payment from the GM Pension Plan calculated pursuant to Section 8.c. of this Memorandum.
- (c) Unless otherwise payable from the Replacement Pension plan, the surviving spouse of a transferred employee, who is vested under the GM Pension Plan as of the Effective/ Transfer Date, and who dies while employed by the Buyer, shall be eligible for payment from the GM Pension Plan of a survivor benefit based on credited service accumulated under the GM Pension Plan and the GM benefit levels in effect at the time of death. All other GM Pension Plan terms shall apply, including but not limited to those regarding eligibility and duration of surviving spouse benefits.
- (d) Any other break in service under the Replacement Pension Plan shall also break the employee's service under the GM Pension Plan with entitlement only to accrued retirement benefits (i.e. deferred vested pension if not otherwise eligible to retire at that time) at the benefit levels in effect as of the Effective/Transfer Date pursuant to 8.c. Further, a job offer of suitable work by GM in the same labor market area under the GM Pension Plan Standards for Application of Provisions Regarding Retirement Under Mutually Satisfactory Conditions.
- (e) If any transferred employee retires under the GM Pension Plan and is subsequently reemployed by either GM or the Buyer on a regular, contract or other basis, then, consistent with treatment for all GM retirees, payments being made to such employee by the GM Pension Plan and /or Replacement Pension Plan shall be suspended until such employment ceases and the employee again retires.
- (f) If any transferred employee is reemployed by GM, upon such employee's subsequent retirement from GM, the GM Pension Plan shall (1) consider credited service accrued under the Replacement Pension plan after Effective/ Transfer Date solely for the purpose of determining eligibility to receive benefits under the GM Pension Plan, and (2) offset any benefits the transferred employee is eligible to receive from the Replacement Pension Plan in respect to GM credited service take into account under the Replacement Pension Plan in accordance with Section 8(b) plus any service credited under the GM Pension Plan under Section 9(a) determined as if the Transferred Employee were then also retiring from Buyer.
- (g) It is understood that credited service will not accrue at both Buyer and GM for the same period of time.

10. HEALTH CARE AND LIFE AND DISABILITY BENEFIT PROGRAMS

- (a) Coverage under the GM Health Care Program and Life and Disability Benefits Program will cease for all transferred employees as of the Effective/Transfer Date, except as provided below.

- (b)** GM's contract with Buyer provides that consistent with Buyer assuming the 1993 GM-UAW Agreement under Section 1, Buyer will establish Buyer health care and life and disability program, except for the provisions required to be changed as a result of a new plan sponsor and the provisions addressed in this Memorandum.
- (c)** Upon retirement from Buyer and GM, GM shall provide postretirement health care and life and disability insurance coverage to the following transferred employees as if retiring from GM:
 - i. All transferred employees with unbroken seniority at AGT as of the Effective Date, who are eligible to retire on a normal or early voluntary basis with post-retirement health care and basic life insurance coverage on the Effective/Transfer Date, and
 - ii. All transferred employees who retire from GM and Buyer on a normal or early voluntary basis, or other retirement as approved by GM, under GM Pension Plan on or before 10-1-96 and are otherwise eligible for post-retirement health care and basic life insurance coverage by GM-UAW Agreement.
 - iii. The provision of post-retirement health care and basic life insurance coverage by GM is subject to all applicable benefit plan terms.
- (d)** GM will reinstate Basic Life Insurance coverage in retirement for transferred employees who are eligible for such coverage under the provisions of Paragraph 10(c)(i) or 10(c) (ii) immediately above. In determining the amount of Basic Life Insurance and Continuing Life Insurance in retirement for such employees, credited service accumulated while employed at GM and Buyer will be included under the GM Life and Disability Benefits Program. In addition, the base hourly rate in effect on the date of retirement from GM Basic Life Insurance and Continuing Life Insurance.
- (e)** Post-retirement health care and life insurance coverage for all other transferred employees shall be pursuant to the terms of the Buyer-UAW Agreement and Buyer's health care and life and disability benefits program.

11. SAVINGS PLAN

- (a)** A transferred employee who retains assets in the Personal Savings Plan will be treated identically to laid-off GM employees.
- (b)** GM's contract with Buyer will provide that, consistent with Buyer assuming the 1993 GM-UAW Agreement under Section 1 above, Buyer will establish a Buyer personal savings plan, effective as of the Effective Date, that duplicates the terms and conditions provided for under the GM Personal Savings Plan, except for the provisions required to be changed as a result of a new sponsor plan. Buyer's plan shall also allow for a rollover from the GM Plan to the extent permissible by law.

12. LEGAL SERVICES PLAN

- (a)** Files open as of the Effective/Transfer Date with respect to transferred employees and current retirees of the AGT facility and their surviving spouses will be covered by the GM-UAW Legal Services Plan. Files opened with respect to transferred employees and their surviving spouses on or after the Effective/Transfer Date will be covered by the Buyer's legal services plan except That transferred employees who retire from GM under (8.f.) above will be covered by the GM-UAW Legal Services Plan.
- (b)** The Buyer will provide legal services through the GM- UAW Legal Services Plan for the duration of the 1993 GM-UAW Agreement, including funding as required by that Agreement.

13. PROFIT SHARING

Transferred employees shall be eligible for the GM Profit Sharing Plan for the 1993 calendar year per the terms and conditions of the GM-UAW Profit Sharing Plan in effect for calendar year 1993. Buyer will provide that, effective January 1, 1994, all transferred employees shall be covered by the Buyer's profit-sharing plan which will use the same formula as the GM Profit Sharing Plan applied to the Buyer business conditions for the duration of the 1993 GM-UAW Agreement.

14. TRAINING

- (a) The Buyer will continue to participate in joint activities through the UAW-GM Human Resource Center in the same manner as provided prior to the Effective Date for the duration of the 1993 GM-UAW Agreement. This includes funding levels, the funding approval process, and full participation in jointly developed and negotiated programs.
- (b) Buyer's Joint Program Representatives will be appointed by the Director of the UAW- General Motors Department for the duration of 1993 GM-UAW Agreement.
- (c) Individuals who are performing activities for the UAW-GM HRC will continue to do so for the duration of the 1993 GM-UAW Agreement unless notified to the contrary by the Director of the UAW-GM Department.

15. NEW VEHICLE PRUCHASE PROGRAM

Transferred employees will continue to be eligible under the GM's New Vehicle Purchase Program, including the tagging/ purchase of the PEP vehicles, in accordance with policies in effect for GM hourly employees, for the duration of the 1993 GM-UAW Agreement.

16. CESSATION OF BUSINESS

In the event that Buyer or its successor company has ceased doing business on or before September 14, 2001, it is agreed as follows:

- (a) Transferred employees will be entitled to layoff available to laid-off GM employees under the GM-UAW National Agreement and Supplement Agreements. Further, any such benefits provided by GM shall be secondary to benefits provided by Buyer or its successor company.
- (b) GM will provide the benefits and coverages described in sub-sections (c) and (d) below, for eligible former AGT Hourly employees who are retired, or otherwise eligible to retire, from Buyer or its successor company at the time it ceases to do business, and who on the Effective/Transfer Date had age plus credited service equal to 55 or more.
- (c) GM shall guarantee such eligible former AGT hourly employees described in subsection (b) above with post- retirement health care at the level and scope in any such coverage provided by GM shall be secondary to coverage, if any, provided by Buyer or its successor company. However, in no event shall GM provide health care coverage at a level and scope that exceeds that being provided to hourly retirees of GM.
- (d) GM shall guarantee the level of basic life insurance coverage to employees described in subsection (b) above upon their retirement equal to the amount provided by Buyer or its successor company at the time it ceases doing business. However, in no event shall such coverage exceed that being provided to GM retirees under the GM Life and Disability Benefits Program. Further, such insurance shall be subject to reduction in accordance with provisions of the plan in effect at the time business is ceased, but not below the level provided for under the GM Life and Disability Benefits Program based solely on GM credited service.
- (e) GM will provide up to 5.0 years of credited service at the level and scope in effect at Buyer at the time Buyer or its successor company ceased doing business. Further, any such benefits provided by GM shall be secondary to benefits provided by Buyer or its successor company or the PBGC. However, in no event shall GM provide pension benefits on such credited ser-vice at a level and scope that exceeds that being provided to hourly retirees of GM.

17. OTHER

Eligibility for any GM employee benefit plan/program shall be determined solely by the written provisions of such plan/ program.

It is understood that this Memorandum of Understanding is applicable solely to employees of the former Allison Gas Turbine Division, Indianapolis Plant, and is without prejudice to any future position that either GM or the UAW may take the respect to the extent of coverage provided in connection with the sale of a business as an ongoing operation.

Further, the parties agree that if unusual circumstances occur that were not contemplated at the time this Memorandum was negotiated and agreed upon, said parties may discuss and resolve such circumstance.

International Union, UAW

General Motors Corp. Date: 3-3-97

Allison Engine Company

Doc No. 111

VACATION REPLACEMENTS AND OTHER EMPLOYEES HIRED FOR TEMPORARY WORK/SPECIAL ASSIGNMENT—OVERTIME

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During these negotiations the parties discussed the hiring of employees as vacation replacements and for other temporary work and agreed that employees hired for such work shall be employed in accordance with the following:

- a. An employee may be hired as a vacation replacement or to fill other job openings of a temporary nature.
- b. Vacation replacements may be employed under the provisions of this Memorandum commencing the second Monday in May each year and ending no later than 120 days thereafter. The utilization of vacation replacements and other employees hired for temporary work shall be discussed in advance with the Local JOBS Committee. Requests for vacation replacements and other employees hired for temporary work shall be made in writing to the Executive Review Board for approval.
- c. In the event of permanent job openings which involve the relocation of employees, the Executive Review Board may agree to hire temporary employees under the provisions of this Section to enable plants to operate effectively while permanent seniority employees are being identified or relocated at the new location.
- d. Time worked by a vacation replacement or other temporary employee who is hired pursuant to this Memorandum will not be included in the computation for acquiring seniority pursuant to Paragraph (57) and (58a).
- e. All other provisions of the national Agreement and its Exhibits shall apply to employees hired pursuant to this Memorandum.
- f. This procedure does not apply to permanent job openings.
- g. The National Parties are authorized to make modifications and adjustments as necessary.

During current negotiations, discussions also occurred regarding the eligibility for overtime of employees working on temporary assignments in accordance with the above. The parties agreed that such employees are entitled to consideration for overtime scheduling as if they were entering the plant as a permanent employee.

The parties also agreed that eligibility for overtime consideration will be in accordance with the local administrative rules of the plant to which they are temporarily assigned and that the local parties cannot enter into any local agreement which would supersede this letter and/or the provisions of the Agreement.

Very truly yours,
Jeff Handy, Human Resources, [See Par. (71)] [See Memo-Overtime]

Doc No. 112
WORK ASSIGNMENTS-SKILLED TRADES

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During these National negotiations, the parties discussed at length the necessity for the Company to become competitive in all aspects of the business. Among the issues discussed were the existing skilled trades classification structure, work rules, and past practices.

With regard to the skilled trades classification structure, the Union expressed concern over basic skilled trades classifications being consolidated. The Company advised, however, that they intend to rely on the currently apprenticeable skilled trades classifications as the basis for our skilled classification's structure moving forward. Competitive advantages of a review of skilled trades classifications at Rolls-Royce Corporation must be weighed and determined by the local parties in view of all attendant circumstances at this location. Appropriate training plans necessary to accomplish any consolidations must be submitted in a timely manner for approval by the appropriate section of the International Union.

With regard to work rules and past practice, the Company stated that many plants feel hampered in their efforts to enhance competitiveness in today's environment by historically restrictive parties which originated at a time when competition was less threatening. Given recent improvements in the area of job security, the need for such stringent work rules and delineation of job responsibilities has been reduced.

Therefore, the National parties concur that Management and the Local Union should review existing work rules and practices, especially in the area of Lines of Demarcation, to insure that only those necessary to protect the safety of employees, the integrity of the basic trades, and the efficiency of operation in today's competitive environment are carried forward. Incidental, overlapping, and other minor access type work are encouraged and should be discussed and handled locally consistent with sound business judgment.

If either of the local parties feel that abuses of the spirit and intent of this document exist, they may request the issue be reviewed via plant entry by appropriate representatives of the Aerospace Department of the International Union, UAW and the Company.

Very truly yours,
Jeff Handy, Human Resources, [See Par. (182)] [See CSA #12]

Doc No. 113
HP WORK ASSIGNMENTS

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

Rolls-Royce Corporation and Hewlett Packard entered into a contractual agreement which defines the business relationship between the two entities. Under the terms of this agreement, HP has assumed responsibility for the management, operation, provision and maintenance of computer and information processing services and communication services. HP is an independent supplier to Rolls-Royce Corporation. It is also the intent of the parties that the Rolls-Royce Corporation User Organization continues to be customer of HP.

As such, it is of particular importance to bear in mind that HP, under the terms of this business agreement, remains separate and distinct. It becomes, in part, our responsibility to offer assistance in the successful operation of this

relationship. Specifically, this relates to our acknowledging the fact that HP is not a party to our National and Local agreement with the Union representing Rolls-Royce Corporation employees. HP does recognize the historical nature of Rolls-Royce Corporation job functions and agrees that those job functions associated with manufacturing processes, which have been historically performed by Rolls-Royce Corporation hourly personnel, should continue to be performed by bargaining unit employees.

We can relate this to a case in point-the installation and maintenance of the new voice communication system. The role that HP plays in this situation is the traditional role of the local telephone company. Structural preparation remains the responsibility of Rolls-Royce Corporation and is most often accomplished utilizing bargaining unit employees. The other job functions associated with this voice communications system, in most cases, are not functions historically performed by our bargaining unit and are, therefore, the responsibility of HP.

Also, our understanding concerning bargaining unit work does not limit the fulfillment of warranty obligations by vendors. Such warranty obligations and/or other work performed by employees of an outside contractor, including HP employees will be handled pursuant to the provisions of the collective bargaining agreements pertaining to outside contracting, where applicable.

In summary, we have met with HP to discuss our mutual concerns. We have arrived at an understanding assuring the continuation of historical practices as they relate to Rolls-Royce Corporation job functions associated with manufacturing processes. We feel that this position is fair and will best accomplish our joint goals and recognized the traditional role of bargaining unit employees.

As always, I appreciate your comments and suggestions. Please refer any questions to Labor Relations.

During the 1993 Negotiations, the Union raised several instances wherein they felt that HP misapplied the concepts outlined in the above letter, oftentimes when there was a change in local Account Managers, and specifically with regard to the applicable notification requirements outlined in the subcontracting provisions of the Agreement. The Company observed that much of the work at issue is non-core in nature but reiterated its intent to continue the concepts outlined above.

Furthermore, necessary arrangements will be made to review these concepts and contractual commitments with the Rolls-Royce Corporation HP Account Manager.

Very truly yours, Jeff Handy, Human Resources, [See Par. (183)]

Doc No. 114
EAP-EARLY INTERVENTION

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the current negotiations, the parties discussed and noted that in many instances the early indicators of an employee suffering from medical and personal problems such as those associated with substance abuse, for example, are manifested in disciplinary situations involving violations of the Shop Rules. In those initial stages it is generally the first line supervisor and the district committee person who are first exposed to the potential of such underlying causes behind employee behavioral problems.

Although the parties acknowledge Management's responsibility to maintain discipline and to invoke disciplinary measures where violations of the Shop Rules occur, it is also recognized that local management and union representatives at all levels are necessarily charged with the responsibility to exercise their best efforts toward the objective of early identification of employees whose behavioral problems may be linked to medical and personal causes and to strongly encourage them to seek assistance. In many cases this could be accomplished through referral to the local Employee Assistance Program Committee.

Very truly yours, Jeff Handy, Human Resources, [See Doc 39]

Doc No. 115

December 12, 1996
Mr. Richard Shoemaker Vice President and Director General Motors Department International Union, UAW
8000 East Jefferson Avenue Detroit, Michigan 48214

Dear Mr. Shoemaker:

During our discussions regarding the content of the new 1997 Allison/UAW National Agreement we found that several paragraphs and appendices of the 1993 GM/UAW National Agreement apply to situations pertaining to multiple bargaining unit locations. Since Allison Engine Company hourly employees are currently represented only by Local 933 of the UAW, those paragraphs are not applicable to our present circumstances and are not being included in the 1997 Allison/ UAW National Agreement.

However, if these circumstances change in the future, we have agreed that the paragraphs and appendices listed below should be reviewed by the parties to determine their relevancy to the then existing circumstances. Following are the applicable paragraphs, appendices and documents which were not carried over from the 1993 GM/UAW National Agreement to the 1997 Allison/UAW National Agreement for the above stated reasons.

(96a)(1)	(96a)(3)	Appendix A
(96a)(1)(a)	(96a)(4)(a)	Appendix J
(96a)(1)(b)	(96a)(4)(b)	(61b)(5), reference to Appendix A
(96a)(1)(c)	(96a)(5)	Document 15
(96a)(2)	(96a)(6)	Document 23
(96a)(2)(a)	(99a)	
(96a)(2)(b)		

Sincerely, B.D. Smith, Vice President Human Resources

**Doc No 116
OVERTIME**

February 26, 2020, Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

During the 2015 negotiations the parties discussed both the Union's and Management's concerns about the scheduling of overtime work in Rolls-Royce Corporation.

On the one hand Management recognized the legitimacy of the Union's concern that production not be scheduled on a sustained basis on overtime rather than recalling laid off employees or hiring new employees. On the other hand, the Union recognized that the scheduling of overtime serves an essential purpose in many situations in order to meet temporary or seasonal increases in sales, at new model start-up, and to make up for production lost due to factors beyond the parties' control, such as interruptions in the supply of parts. Also, the parties recognize the need for overtime on vital tooling and maintenance projects which often must be accomplished quickly on tight time schedules in order to avoid interruptions or delays in production and layoffs of production employees.

As a result of these discussions, the parties agreed to establish a procedure for regularly reviewing overtime work schedules. This review will be accomplished between representatives of Rolls-Royce Corporation and International Union, UAW. The review is intended to assure that overtime work is not scheduled at a plant on an ongoing basis in cases where there are practical and economical alternatives. The alternatives to overtime considered by the parties may include employment increases, innovative shift arrangements, or improvements or additions to the plant's equipment which could eliminate a bottleneck; or the parties may conclude that the reasons for the overtime are temporary or unavoidable and that there are no practical or economical alternatives.

The purpose of this review procedure is to assure a timely and thorough review of overtime work schedules and provide for a balanced consideration of the interests of both parties.

Very truly yours,
Jeff Handy, Human Resources, [Para. 71a] [See Doc 83] [See CSA #11]

Doc No 117
JOBS PROGRAM VOLUNTARY RETIREMENT LEAVES

February 26, 2020
Mr. John Snow Chairman UAW Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow:

This is to confirm our understanding that the Pre-Retirement Leave Program set forth in Document No. 117 in the National Agreement and as implemented in the March 25, 1991 implementation document, shall be renewed for the duration of the 2015 Collective Bargaining Agreement. The renewal shall be on the same terms and conditions except that eligibility shall be limited to employees who would be eligible for a regular early retirement based on attaining 30 years of service within twenty-four (24) months of participating in a pre-retirement leave. Upon attainment of 30 years of service, the participating employee will retire. The National parties are authorized to make jointly approved modifications to the program, as necessary.

Employees on pre-retirement leaves are considered to be protected employees under the JOBS Program and will receive the same insurance benefits.

Very truly yours,
Jeff Handy, Human Resources

Doc No. 118 Deleted

Doc No. 119

UAW-ROLLS-ROYCE-CORPORATION MEMORANDUM OF COMMITMENT TO PRODUCT QUALITY

During the past several years, the Company in cooperation with UAW leadership, together with the men and women of Rolls-Royce Corporation, have worked together in a spirit of teamwork to improve product quality. The spirit of cooperation has resulted in substantial improvement in the quality of the Company's products and services.

Further, the parties recognize that the production of the highest quality, customer-valued products is essential to secure the Company's position in the market and assure job security. The Company stated that high quality products have to be the result of a total quality process if Rolls-Royce Corporation is to continue to be the world leader in the production of gas turbine engines and components.

The Rolls-Royce Corporation process for total quality management is the Quality Network—the one process for total customer satisfaction and enthusiasm. Although Management has the ultimate responsibility for the Quality Network, it is recognized that UAW leaders and members are valuable partners in the development of the process, the action strategies, and its implementation plans.

Such participation is reflected in the extensive efforts both parties have devoted to the subject of quality, both on the national and local levels, exemplified by the institution of quality councils at the Company and Operations level. Further, the parties during discussion of this document have restated their commitment of the Quality Network process and to the successful implementation of this jointly developed quality strategy. This process includes continuously improving the quality of everything we do and eliminating waste in the manufacture of products and in services provided, and as a result, will serve to enhance the job security of all Rolls-Royce Corporation employees.

It is recognized that the point where product design, technology, process and materials come together and must work in harmony is at the worker/supervisor level in the organization. High quality products result from a well man-aged process that motivates employees to work together within a spirit of teamwork to continuously improve customer satisfaction. It is acknowledged that it is ultimately management's responsibility to establish and assure product quality requirements and provide the processes for continuous quality improvement that support all employees and are based on the Beliefs and Values.

It is recognized that performance of high-quality work is everyone's responsibility, and as a result, it is intended that the Quality Network Representatives and UAW leadership working together with local management will reinforce other ongoing quality improvement activities.

Finally, the parties discussed the necessity for all Rolls-Royce Corporation employees to take individual responsibility for product quality. Management's business planning process will include the necessity for providing employees with the appropriate training, methods and systems, materials, and equipment in an appropriate environment to perform their work. It is then incumbent upon employees to exercise diligence and properly perform their work to produce the highest quality, customer-valued products.

The general guidelines for the parties to provide additional support to employees in this quality improvement process are set forth in the letters dated February 26, 2015, and entitled "Quality Network" and "Product Quality", and published as Documents 40 and 41 respectively in this Agreement. It is only through personal commitment from every Rolls- Royce Corporation employee to provide the highest quality, customer- valued products that we will satisfy our customers and maintain job security for all.

2025 Rolls-Royce Corporation-UAW Contract Settlement Agreement

Agreement dated this February 26, 2025, between Rolls-Royce Corporation, hereinafter called the Company, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter called the Union.

The parties hereto agree as follows:

1. New National Agreement

A new National Agreement to be dated February 26, 2025 and to become effective as hereinafter provided in Paragraph 10 of this Agreement has been negotiated by the parties hereto and consists of the provisions of the National Agreement between the parties dated February 26, 2025 and the documents, memorandums of understanding and letters initialed by the parties and attached to the National Agreement among the International Union, UAW, Rolls-Royce Corporation and the Rolls-Royce Corporation, except for the changes hereinafter noted.

2. National Agreement Paragraphs

A. The following paragraphs of the February 26, 2025, Agreement has been initialed by the parties and attached hereto and shall be included in the new Agreement. The intent of the following paragraphs has not changed:

Introduction	16(3)	43b(a)	64a	79g	101c	123(d)(3)	156	183(d)
Preface	16(4)	43b(2)	64b	79h	101d	123(e)	156a	183(e)
Agreement	17	43b(3)	64c	79i	101e	123(f)	156a(1)	183(f)
1	18	44	64d	80	101f	123(g)	156a(2)	183(g)
2	19	45	65	81	101g	123(h)	156a(3)	184
3	20	46	65(1)	82	101h	123(i)	156a(4)	185
4	21	46(1)	65(2)	83	101i	123(j)	157	186
4a	21(1)	46a	65(3)	84	101j	123(k)	157(a)	187
4b	21(2)	47	66	84(a)	102	123(l)	158	188
4c	21a	48	67	84(b)	102a	124	159	189
4d	21b	48(1)	67(1)	84(c)	103	125	160	190
4e	22	48(2)	67(2)	85	104	126	161	191
4f	22a	49	67(a)	85(a)	105	127	162	192
4g	22b	50	68	85(b)	105a	128	163	193
4g1	22c	50(a)	69(a)	85(c)	106	129	164	194
4g2	22d	50(b)	69(b)	86	107	130	165	195
4h	23	51	69©	87	108	131	166	196
4h-Form	23a	52	70	87(1)	109	132	167	197
4i	24	53	71	87(1)(a)	109a	133	168	198
4i1	24a	54	71(a)	87(1)(b)	110	134	169	199
4i1(a)	25	55	71a(1)	87(1)(c)	110a	134(a)	170	200
4i1(b)	26	56	71a(2)	87(1)(d)	110b	134(b)	171	201
4j	27	57	71a(3)	87(1)(e)	111	134(c)(1)	171(1)	202
4k	28	58	71b	87(1)(f)	111(a)	134(c)(2)	171(2)	202(a)
4l	29	58a	72	87(2)	111(b)	134(d)	171(3)	202(b)
4l(a)	30	58a(1)	73	88	111(c)	135	171(4)	202(c)
4l(b)	31	58a(2)	73a	89	112	135(a)	172	202(d)
4l(c)	32	58a(3)	73a1	89a	112(1)	135(b)	173	203(a)
4l(d)	33	58a(4)	74	90	112(2)	135(c)	174	203(b)
4l(e)	34	58a(5)	74a	90(1)	112(3)	136	175	205
4m	35	59	75	90(2)	112a	137	175(1)	206
4n	36	60	76	90(3)	112b	138	175(2)	207
4o	37	61	76a	90(4)	112c	139	175(3)	208
4p	38	61a	76b	91	112d	140	175(4)	209
4q	38(1)	61a(1)	76c	91(1)	112d(1)	141	176	210
4r	38(2)	61a(2)	77	91(2)	112d(2)	141(a)	176(1)	211
4s	38(3)	61a(3)	77(a)	91(3)	113	141(b)	176(2)	212
5	38(4)	61a(4)	77(b)	91(4)	113a	142	177	213
6	38(4)(a)	61b	77(c)	91(5)	114	143	178	213a
6a	38(4)(b)	61b(1)	77(d)	91(6)	115	144	178a	214
7	38(4)(c)	61b(2)	77(e)	91a	116	145	179	215
8	38(4)(d)	61b(3)	77(f)	92	117	146	180(a)	216
9	38(4)(e)	61b(3)(a)	78	93	118	147	180(b)	217
10	38(4)(f)	61b(3)(b)	78a	94	119	148	180(c)	218a
	39	61b(4)	78b	95	120	149	181(a)	218b
12	40	61b(5)	79	96	121	149a	181(b)	219
13	41	61b(6)	79a	96a	122	149a(1)	181(c)	220
14	42	61b(7)	79a(1)	96b	123	149a(2)	181(f)	221
15	42a	61c	79a(2)	97	123(a)	150	181(g)	222
15a	42a(1)	62	79b	98a	123(b)(1)	151	182(a)	223
15b	42a(2)	63	79c	98b	123(b)(2)	152	182(b)	224
16	43	63a	79d	99	123(c)	153	182(c)	225
16(1)	43a	63b	79e	100	123(d)(1)	154	183(a)	226
16(2)	43b(1)	64	79f	101b	123(d)(2)	155	183(b)	227

B. The intent of the following paragraphs has been changed and initialed by the parties for the February 26, 2020, Agreement.

11	181(d)	203(c)
98	183(c)	
101	194(a)	
101(a)	203	

C. The following paragraphs for the February 26, 2015, have been added and initialed by the parties:

71b 101 101a

D. The following paragraphs have been deleted from the 2011 National Agreement:

181e 204

3. Documents, Memorandums of Understanding and Letters

A. The following documents, memorandums of understanding and letters of the February 26, 2015, Agreement and attached hereto and shall be included in the new agreement. The intent of the following documents, memorandums of understanding and letters has not changed:

Document #	Topic
1	Health and Safety
Att A to 1	Health and Safety
2	Sourcing
Att A to 2	Offset Requirements
Att B to 2	Rolls-Royce Work
4	Joint Activities
5	Funding and Training
6	Previously Deleted
7	Previously Deleted
Att A to 8	Labor Studies
Att B to 8	Scholarship for UAW Children
Att C to 8	Retiree Tuition Assistance Plan
9	Skilled Trades Subcontracting
10	Previously Deleted
11	Previously Deleted
12	Voluntary Political Contributions
13	Plant Closing Memorandum
14	Skilled Trades Representation
15	Temporary Delay of Dues Check Off

Document #	Topic
16	Purchasing Activity Communication
17	Exchange of Views
18	Paragraph 85a Interpretation
19	Delayed starting time on Sunday Night
20	Special Double Time Case
21	Special Protracted Work Case
22	Notice to Laid Off Employees of Recall
23	Relieving Employees or Committeeman
24	Representation During Management Meetings
25	ADAPT Process
26	Workplace Violence & Critical Incident Response
27	Memorandum of Understanding Regarding Drug Testing
28	Federally Mandated Drug Testing
29	Personnel Practices
30	EEO Policy
31	EAP Committee
32	Employment of Handicapped
33	Employment of Disabled and Vietnam Veterans

Document #	Topic
34	Review Personnel Records
35	Selection of EIT's
36	Previously Deleted
37	Work/Family Resource and Referral
38	Orientation Program
39	Employee Assistance Program
40	Quality Network
41	Product Quality
42	Supplier Corporate Citizenship
43	Career Development Program
44	Expeditious Grievance Handling - Rolls-Royce to UAW
45	Expeditious Grievance Handling - UAW to Rolls-Royce
46	Joint Program Representatives
47	Temporary Employees
48	Arbitration Letter
49	Management Representation in Disciplinary Interview
50	Holiday Pay and DLO
51	Collective Bargaining Agreement Training
52	Reinstatement of Grievances
53	Furnishing Work Elements - Standard Cases
54	POW/MIA Flags
55	Implementation of Production Standards Settlements
56	Relief Time - Certain Operators
57	QN Implement - Redeployment and Meaningful Work
58	Previously Deleted
59	Coordination of Sourcing Evaluations
60	Pre-Apprentice Training
61	Apprentice Committee Members - Mgmt Experience
62	Joint Activities
63	Job Security-Apprentice Training and J Development
64	Apprentice Work Assignments
65	Related Training Bonus
66	Layoffs - Apprentices and EIT's
67	Administration of Paragraph (178)
68	Transfers and Promotions - Suspension of Provisions
69	Federal Income Tax Withholding
70	Procedure to Correct Pay Shortages
71	Employee Social Security Numbers
72	Deductions to Recover Overpayments
73	Retiree Use of Fitness Center
74	Benefit Plans and Health and Safety Center
75	Facilities for Local Apprentice Committee
76	Furnishings for Benefit and H&S Centers
77	Local Union Presidents

Document #	Topic
78	Anticipated Termination of Sick Leaves
79	Change in Shift Hours or Lunch Periods
80	Management Health & Safety Roles/Responsibilities
81	UAW Health and Service
82	Reduction in Exposure to Metal Removal Fluids
83	Overtime Policies
84	Weather Conditions Letter
85	Innovative Wage Structures
86	Christmas Holiday Period
87	COLA Calculation
Att to 87	Engineering Rounding Method
88	Car Discounts
89	Previously Deleted
90	Personal Privacy
91	Sale of Business
92	Deleted
93	Bereavement Vacation with Pay
94	Holidays during Approved Vacation
95	Grievance Procedure
96	Cooling off Period
97	Promotions - Paragraph (83)
98	Subcontracting Communications
99	Policy Regarding Sexual Harassment
100	Warranties
101	Educational and Career Consulting
102	TAP College Recognition
103	Previously Deleted
104	Movement of Work - Advance Notice
105	Independence Week
106	Skills Center - Training in Plant
107	Training of Individuals with Disabilities
108	Child Care Program
109	Pre and Post Retirement Programs
110	GM, Allison UAWMOU
111	Overtime for Vacation Replacements
112	Work Assignments Skilled Trades
113	EDS Work Assignments
114	EAP Early Intervention
115	Deleted Paragraphs
116	Overtime
117	JOBS Program - Voluntary Retirement Leaves
118	Previously Deleted
119	Commitment to Product Quality

Letter # Topic

Letter #	Topic
1	Direct Deposit
2	Smoke Free Plant Transition
3	Previously Deleted
4	Excerpts from the minutes of the EAP Subcommittee
5	Excerpts from the minutes of the Pre/Post Retirement Subcommittee
6	Excerpts from the minutes of the Skilled Trades/Apprentice Subcommittee
7	Excerpts from the minutes of the Training Committee
8	Excerpts from the minutes of the Apprenticeship Subcommittee
9	Excerpts from the minutes of the Overtime Subcommittee
10	Excerpts from the minutes of the Skilled Trades Subcommittee
11	Relationship with UAW
12	Updates of personal data
13	Diversity Training Initiatives
14	Stimulating the sales of Rolls-Royce Corporation Products
15	Excerpts from the minutes of the Quality Network
16	Sexual Orientation
17	TAP Benefits Onsite Facility or Local Union Hall
18	Excerpt from the Skilled Trades Subcommittee
19	Joint Skilled Development and Training
20	Transition Centers
21	Excerpts from the minutes of the Subcommittee on Document 91/Sale of the Business
23	Memorandum of Understanding 9/80 Alternate Work Schedule
24	Memorandum of Understanding - Healthcare
25	Memorandum of Understanding - Transition of Production Support Work

Supplement # Topic

1. New Facility for Future Work Supplement
2. New Facility for Existing Work Supplement

B. The intent of the following documents, memorandums of understanding and letters have been changed and initialed by the parties for the February 26, 2020, Agreement:

Document # Topic

3 Workforce Adjustments

- App. A to 3 Average Headcount Requirements
- 8 Tuition Assistance Plan
- Att. C to 8 Retiree Tuition Assistance Plan

Letter # Topic

22 Alternate Shift Pattern

C. The following documents, memorandums of understanding and letters for the February 26, 2025, have been added and initialed by the parties:

Letter # Topic

26 Augment Apprenticeship Recruitment and Amendment to Letter 26 dated February 26, 2025.

4. Union Bulletin Boards and Publication Racks

The Union agrees to indemnify the Company against any and all actions, charges, claims, damages or losses of any kind or nature whatsoever resulting from, arising out of, based upon, or attributable to (1) any material posted or displayed on Union Bulletin boards bearing the written approval of the President of the Local Union or the Chairperson of the shop Committee, or (2) the display and/or distribution through the Union Publication Racks of publications of the local Union and International Union which have been certified to Management as official by the President of the Local Union, the Chairperson of the Shop Committee or the International Union Representative.

5. Grievances under Old Agreement

Grievances filed with Management prior to the effective date of the new Agreement, may be appealed to the Umpire and considered by the umpire under the provisions of the February 26, 2015 Agreement as though that Agreement were in effect until the effective date of the new Agreement.

6. Local Agreements

It is agreed that any written local agreements, including but not limited to, the local wage agreement, local seniority agreement and local shift preference agreement, entered into by the Shop Committee and Local Management, currently in effect, shall continue as local agreements between the respective local Management and Shop Committee subject to their respective terminal provisions, if any, and subject to the provisions of the new Agreement, for the life of the new Agreement. Any local agreement without a termination clause shall terminate without further action by either party to such local agreement, with the effective termination of the new Agreement, and such local agreement shall not be terminated otherwise except as the parties to such local agreement may agree hereafter in writing.

7. Local Issues Strikes

The Company will waive the provisions of the National Agreement prohibiting the right to strike with respect to each plant in which the International Union, UAW, authorizes a strike arising out of current negotiations of local issues, demands and supplemental agreements for the duration of the continuance of such strike. At such plant, no such strike shall be authorized or called, however, without at least 5 working days prior written notice by the Union to the Company of the intention to authorize any such strike.

8. Related Supplemental Agreements

The following are modified or changed supplemental agreements for the 2020 National Agreement as initialed by the parties:

- Exhibit A and A1 – Pension Plan
- Exhibit B and B1 – Life and Disability
- Exhibit C and C1 – Health Care Program
- Exhibit F and F1 – Bonus Plan
- Exhibit G and G1 – Personal Savings Plan

9. Statement on Technological Progress

A statement, entitled “Statement on Technological Progress,” as initialed by the parties, is attached here to and made a part thereof.

[See Statement on Technological Progress]

10. Ratification and Effective Date

A. The new Agreement shall become effective on February 26, 2025, providing the Company receives satisfactory notice from the Union that the new Agreement has been ratified by the Union membership within two weeks of reaching a tentative agreement or as mutually agreed by the parties.

B. No provision of the new Agreement shall be retroactive prior to the date such Agreement becomes effective, unless otherwise specifically stated therein.

11. Counterpart Signatures

The signatures hereon shall be applicable to each of the various written agreements to which each party has committed itself in the same manner and with the same effect as if physically subscribed thereon.

The parties hereto, each by its duly authorized officials and representatives hereby accept this Contract Settlement Agreement and each and all terms and conditions thereof.

International Union, UAW

Shawn Fain
International Union, UAW President

David Green
International Union, UAW Region 2B Director

Adam Stevenson
International Union, UAW Aerospace Director

Rickey Blair
International Union, UAW Aerospace Serv. Rep.

Chris McTaggart
International Union, UAW Region 2B Serv. Rep.

Local 933, UAW

John Snow
Local 933 RR Bargaining Chair

Matt Barton
Local 933 RR Zone Committeeman #4

Jerry Erisman
Local 933 RR Zone Committeeman #2

Bobby Jobe
Local 933 RR Zone Committeeman #3

John Sandlin
Local 933 RR Zone Committeeman #5

Gary Holmes
Local 933 President

Rolls-Royce Corporation

Warren White
Senior VP, Assembly & Test – Defense Op

Carrie Elkins
Senior VP, People – Defense Op

David Mair
Senior VP, Operations Strategy – Defense Op

Mathew Ketcham
Senior VP, Operations – Defense Op

Justin Schwartz
VP, People – Defense Op

Kevin M. Johnson
HR, People – Defense Op

Mallory Terry
HR, People – Defense Op

CSA Attachment
STATEMENT ON TECHNOLOGICAL PROGRESS

During negotiations the International Union has claimed that certain work which is performed at some plant locations where the UAW is the certified bargaining representative of certain employees has been improperly assigned to non-represented employees of Rolls-Royce Corporation.

The Company is mindful of the Union's concern regarding the scope and work content of job classifications of employees in the UAW bargaining unit and how such may be affected by advancing technology. Accordingly, the Rolls-Royce Corporation-UAW Skilled Trades and Apprentice Committee will meet periodically to discuss matters concerning new or advanced technology that cannot be resolved locally and are referred to it by local unions or local managements as well as claims of erosion of the bargaining unit.

Since the first National Agreement of June 24, 1940, many necessary changes in methods and processes have had an impact upon the scope and work content of job classifications of both represented and non- represented employees.

Advancing technology has created, and will continue to create, new and more complex problems bearing upon the work content of job classifications of employees represented by the Union.

It is not the Company's policy to assign to non-represented employees work which comes within the scope and content of that normally assigned to represented employees at a particular plant location. The Company recognizes that mere novelty or the sophistication of new technology alone is not grounds for withdrawing work from represented employees. Similarly, the Company does not believe that the perimeters of the bargaining unit at a particular plant location should be expanded simply by the introduction of new technology.

It is recognized that advances in technology may alter, modify or otherwise change the job responsibilities of represented employees at plant locations and that a change in the means, method or process of performing a work function including the introduction of computers, energy management systems, modem, art to part, tool cutting paths and fiber optics or other new or advanced technology will not serve to shift the work function from represented to non-represented employees.

Therefore:

1. Where a work function at a plant location preceded the certification of the Union, the work function will be assigned as it was assigned at the time of certification, unless there has been a written agreement otherwise.
2. Where a work function was introduced at a plant location following the certification of the Union, the work function will be assigned as it was originally assigned, unless there has been a written agreement otherwise.

The Company and the International Union are in agreement that the assignment of represented or non-represented employees depends upon the work function involved and not necessarily upon the work tasks required to accomplish such work function.

Notice and Discussion

The Company agrees to advanced written notification to local unions at locations planning the introduction of new or advanced technology so as to permit meaningful discussion of its impact, if any, upon skilled or non-skilled employees.

The Management will describe for the Shop Committee the extent to which such technological changes may affect the work performed by represented employees at the plant location involved. The Chairperson of the Shop Committee and the International Union will be provided a written description of the technology involved, the equipment being introduced, its intended use and the anticipated installation date(s). During the discussions the

Chairperson of the Shop Committee may include other Local Union representatives such as the Health and Safety Representative, a representative from the Local Joint Skill Development and Training Committee, a member of the Local Apprentice Committee, or other employees, as necessary, in order to review the various matters of concern relative to the introduction of the new technology involved. Accordingly, the parties agreed upon the following examples of situations where notification should be given:

- A)** The first introduction of a technology as compared to previously existing plant technology.
- B)** Introduction of a new more advanced generation of existing technology having a significantly different impact on the bargaining unit.
- C)** Introduction of a new application of existing technology which has a significantly different impact on the bargaining unit.

The parties also highlighted that the National Agreement provides for notification to take place as far in advance of implementation of the technological change as is practicable. This is not only to enable the Shop Committee to discuss the impact such introduction of technology has on the bargaining unit, but also to discuss timely implementation of employee training to pre-prepare them to perform their appropriate functions.

Training

The Union has also voiced concern about the possibility that new, technologically impacted bargaining unit work will not be awarded to represented employees because they are insufficiently trained to perform it. In view of the parties' interest in affording maximum opportunity for employees to progress with advancing technology, as part of the advanced discussion, the parties shall seek to identify appropriate specialized training programs so that employees will be capable of performing new or changed work normally performed by represented personnel.

Dispute Resolution

The following paragraphs set forth a means of resolving disputes concerning particular problems occasioned by advancing technology.

Where the initial introduction of new or advanced technology at a plant location occasions a question of whether:

- 1) certain new work should be assigned to represented employees,
- 2) affects the job responsibilities of represented employees, or
- 3) otherwise impacts the scope of the bargaining unit,

Management and the Shop Committee will attempt to resolve the matter without resorting to the grievance procedure. Management will cooperate in the Shop Committee's investigation and evaluation of impact issues raised due to the introduction of new or advanced technology. Comments by the Shop Committee will be carefully evaluated by the Management in accordance with the Company's policy relative to the assignment of work which comes within the scope and content of that normally assigned to represented employees at the plant location. If the issue remains unresolved, it may be introduced into the second step of the grievance procedure as provided in Paragraph (31) of the National Agreement.

Settlements made by the local parties concerning the assignment of work functions as between represented and non-represented employees in relation to the new or advanced technology discussed will be forwarded to the International Union and will be reviewed by the Rolls-Royce Corporation-UAW Skilled Trades & Apprentice Committee within thirty (30) days of receipt of the settlement. In the event either the Company or the International Union does not approve the settlement following the review by the National Committee, the subject matter in dispute will be referred to the Management-Shop Committee Step of the Grievance Procedure and be processed in accordance with the applicable provisions of the Grievance Procedure.

[See CSA #9]

Letter 1

February 17, 2005
Mr. Robert Woodcock Chairman
Local 933, UAW

Re: Direct Deposit Dear Mr. Woodcock

During the current negotiations the company and the union examined ways of reducing cost. With that in mind, the company informed the union that effective July 1, 2005, Rolls-Royce Corporation will discontinue issuing hard copy check. Employees will have two options available in lieu of pay-roll checks: 1) direct deposit, 2) debit cards or a combination of both. The debit card option is viewed by the Indiana Department of Labor as an acceptable replacement for payroll checks.

Employees will have until May 31st to furnish the payroll department with a bank account number for direct deposit. Employees, who have not supplied the payroll department with an account number, will default to the debit card option.

If an employee chooses direct deposit, they can have earnings deposited in up to three accounts. Employees can have payroll advices mailed to the address of record or an address strictly for payroll purposes. Employees may also choose to waive their right to an advice by signing the appropriate forms in the payroll department.

If an employee chooses a debit card, they will have the same options as an employee on direct deposit as related to payroll advices. The debit card can be used in unlimited amounts at any J.P. Morgan Chase/Bank One institutions with no user fee. Employees can use the debit card one time per week at no expense to them at any banking institution. There after the employee will be responsible for any fees incurred with the use of the debit card at other institutions.

During the month of June employees either choosing or defaulted to debit cards, will have the ability to attend a training/familiarization class relating to the use of debit cards.

Very Truly Yours,
Kevin M. Johnson, Manager, Labor Relations

Letter 2

February 17, 2005
Mr. Robert Woodcock Chairman
Local 933, UAW

Re: Smoke Free Plant Transition Dear Mr. Woodcock

During the 2005 negotiations, the parties discussed at length the need for moving the facility towards a non-smoking environment, for reasons of improving the overall health of the workforce, housekeeping and potential FOD (foreign object damage) throughout the facility.

Smoking areas will be designated throughout the plant. Once areas are designated within the plant as smoking, all other areas of the plant will be smoke free.

Effective six months after designated smoking areas are established, smoking will be prohibited within the buildings and will be limited to designated areas outside of the physical plant.

The company will assist its employees through this transition: by providing medically supervised smoking cessation programs through 2006.

Very Truly Yours, Kevin M. Johnson, Manager, Labor Relations

Letter 3 DELETE

Letter 4

Mr. John Snow Chairman Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Subject: Excerpts From The Minutes Of The EAP Subcommittee

Dear Mr. Snow,

During the course of the current negotiations, the parties discussed numerous issues and concerns relating to the administration of the EAP as follows:

- EAP Representative professional development
- Training Needs
- Program Promotion
- Lending Libraries
- Self-Assessment Completion Requirements
- EAP Representative Role in Follow-up
- Date Collection and Analysis Process
- Outreach Programs

It was agreed that, in light of the parties' comprehensive audit of the EAP process currently underway, upon the completion of such audit the parties will discuss the recommendations contained therein and take appropriate action.

Moreover, the Local EAP Team will be responsible for monitoring and administering ongoing training for newly hired employees or as employees assume new leadership roles.

The parties discussed at length the Union's concern relative to the consistent application of drug testing guidelines developed under the 1993 Agreement including:

- MRO training.
- Drug testing guideline training.
- Date selection for scheduled unannounced testing for employees who test positive upon return from a substance abuse related sick leave.
- Need for an audit of Rolls-Royce Corporation drug testing procedures.

Management advised the Union that MRO and drug testing guideline training would be provided to Labor Relations and other professional medical personnel, as appropriate, and that a common process for determining drug test dates would be developed.

Furthermore, the parties discussed the application of the "falling rate theory of marijuana" in circumstances in which an employee is subject to drug testing and has established a positive baseline test for marijuana through a NIDA certified lab using Gas Chromatography/ Mass Spectrometry and is thereafter subject to further testing and again tests positive.

In such a case, Rolls-Royce Corporation reaffirmed the applicability of the falling rate theory before indicating a positive test for that substance.

Very truly yours,
Jeff Handy, Human Resources

Letter 5

Mr. John Snow Chairman Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Subject: Excerpt For The Minutes Of The Pre-Post Retirement Subcommittee

Dear Mr. Snow,

During the current negotiations, the UAW requested that when Rolls-Royce Corporation-UAW represented employees are designated to conduct local pre/post-retirement programs that they be paid from local joint funds at their current rate for all time spent in the preparation and delivery of all pre/post-retirement training classes, facilitator training activities, conferences, etc. during and after working hours.

Management responded that in situations where at the direction of the Local Joint Activities Committee, individuals are assigned to conduct a Pre/Post-Retirement Training Program activity that under current funding guidelines, trainer wages are an appropriate expenditure consistent with UAW-Rolls-Royce Corporation Funding Guidelines. Additionally, the Union raised the issue that on occasion adequate facilities were not provided for the preparation of the Pre/Post-Retirement Program. In those instances that are brought to the attention of the Local Joint Activities Committee they will work together to resolve this matter.

Very Truly Yours, Jeff Handy, Human Resources

Letter 6

Mr. John Snow Chairman Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Subject: Excerpt From The Minutes Of The Skilled Trades/Apprentice Subcommittee

Dear Mr. Snow,

During the 2015 Negotiations the parties discussed extensively the need for continued emphasis on both fundamental skills and advanced technology training for our skilled trades workforce. In support of this initiative, the Rolls-Royce Corporation-UAW Skilled Trades and Apprentice Committee will receive favorable consideration to its mutually agreed upon requests for the use of Joint Funds for such purposes.

At the current time the parties have discussed using Joint Funds for the following:

- Expenses associated with the establishing of a joint committee, appointed by the Company and the appropriate section of the International Union, for the purpose of reviewing current apprentice training schedules of selected classifications and making recommendations, where necessary, to revise and implement modifications to such schedules that have been impacted significantly by technological advancement.
- Expenses associated with an appropriate apprentice conference for the purpose of educating/updating Local Apprentice Committees on revisions to the Standard Apprentice Plan, including the Selection Process, Program Administration and Standardized Shop Related Training Schedules.
- Expenses associated with the establishment of a joint technology committee as discussed by the national parties.

Very Truly Yours, Jeff Handy, Human Resources

Letter 7

Mr. John Snow Chairman Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Subject: Excerpts From Minutes Of Training Subcommittee

Dear Mr. Snow,

It was agreed Rolls-Royce Corporation Key 4 meetings will be scheduled to discuss items such as:

- Training objectives
- Specific problems
- New product training involving UAW represented employees including the role of outside vendors contracted to support such training
- How to best work together for successful new product introductions
- Mutual understandings and commitments to work cooperatively in the joint process

In line with the spirit and intent of the Memorandum of Understanding- Joint Skill Development and Training.

Any circumstances or issues that may arise which cannot be addressed by the local parties should be brought to the attention of the Joint Skill Development and Training Committee.

The parties discussed the issues of technical training and training course evaluation that apply to UAW-represented Rolls-Royce Corporation employees. In this regard, it was mutually agreed that the Joint Skill Development and Training Committee would be responsible for addressing the following issues:

- Improving technical training processes and methods
- Evaluation of internal/external courses prior to insertion on the Common Training Information System (CITS)
- The parties discussed the use of electronic bulletin board and the world wide web site to provide training information and two-way communication to Human Resource Development Representatives (HDR's), Joint Training Representatives (JTR's), and Joint Activity Representatives (JAR's). The parties agreed to continue to evaluate the feasibility of implementing this system.
- Appointed Document 46 HDR's, JTR's, and JAR's will be required to complete a curriculum within three years after the effective date of the Agreement or three years from their appointment, whichever is first. Certification will be granted upon completion of the curriculum. This curriculum could be developed in conjunction with colleges and universities or developed by utilizing existing CHR courses or a combination of both.

Very Truly Yours,
Jeff Handy, Human Resources

Letter 8

Mr. John Snow Chairman Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Subject: Excerpt For The Minutes Of The Apprentice Subcommittee

Dear Mr. Snow,

During the 2015 negotiations the parties agreed to a Planned/ Predictive Maintenance Training Guide covering all approved Rolls- Royce Corporation-UAW Apprentice Training schedules except design and engineering classifications which reads as follows:

“The 104 hours of Planned/Predictive Maintenance technologies instruction provided for will be incorporated into the shop or related schedules or a combination of both. The total shop training shall remain 7,328 hours and the total related training shall remain 576 hours. The portion of the 104 hours to be provided as shop training shall be subtracted from existing ‘Optional Hours’. The portion of the 104 hours to be provided as related training shall be subtracted from ‘Unassigned’ related training hours.”

“When the method of providing the applicable maintenance technologies training has been jointly established locally it shall be reviewed by the Local Apprentice Committee and a copy of each revised schedule shall be forwarded to the appropriate section of the International Union for approval. The schedules revised in accordance with this agreement will be adopted for those apprentices presently in the training program to the extent that they can be integrated into such revised programs without interfering with the progress of the apprentice.”

Very Truly Yours,
Jeff Handy, Human Resources

Letter 9

Mr. John Snow Chairman Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Subject: Excerpts From The Minutes Of The Promotions And Overtime Subcommittee

Dear Mr. Snow,

During the current negotiations, the parties discussed the situation that may occur when an employee, for reasons of discharge, contractual release or voluntary quit, does not have plant seniority at the end of the vacation entitlement eligibility year.

In some circumstances a discharged employee’s seniority and/or vacation entitlement may be impacted by the settlement of an associated grievance.

The parties agreed that if an employee’s seniority and/or lost wages are reinstated by a grievance settlement, the employee will be eligible for all vacation entitlement earned during the affected period. Plant Management will notify the Rolls-Royce Corporation Payroll Department of any relevant situations.

Very Truly Yours,
Jeff Handy, Human Resources

Letter 10

Mr. John Snow Chairman Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Subject: Excerpts From the Minutes Of The Skilled Trades Subcommittee

Dear Mr. Snow,

- The parties agreed to jointly pursue the understanding/ resolution of issues involving and changes to federal, state or local ordinances with regard to licensing or certification of skilled trades employees. Currently, the local Management is empowered to reimburse skilled trades employees for any fees associated with licenses required to perform tasks normally and historically assigned to them at the plant.
- It was understood between the parties that Training Guides developed for Health and Safety and Planned/Predictive Maintenance Technologies, for application to approved Rolls- Royce Corporation-UAW Apprenticeship Training Schedules is to be under the direction of, and approved by, the appropriate section of the International Union.

Very Truly Yours, Jeff Handy, Human Resources

Letter 11

Mr. John Snow, Chairman Local 933
2320 South Tibbs
Indianapolis, IN 46241
Subject: Relationship With UAW

Dear Mr. Snow,

During current negotiations, the Union has clearly stated its view that Rolls-Royce Corporation needs to relate positively to the UAW as a total institution. The Union also urges the Company to understand the concerns of the entire UAW community.

In this regard, the Company acknowledged the significant contributions the Union and its members have made to Rolls-Royce Corporation's past successes and the crucial role they play in its future wellbeing. The Company likewise affirmed its intention to match those contributions with a commitment to its own to acknowledge the institutional interests of the UAW.

By way of example, concerning the large number of companies with which Rolls-Royce Corporation does business either as a customer or a supplier, or both, which are UAW represented, it was agreed that it would not be in either party's best interest to reach an agreement which discriminates against these companies or their employees.

It was also agreed that the Company will, when requested by the Union, inform companies involved in UAW organizing campaigns of the positive aspects of its relationship with the UAW and the importance to Rolls-Royce Corporation of utilizing suppliers who maintain equally positive relationships with their employees. Of courses, the commitments if the Company and Union in these regards will be implemented within the bounds of applicable legal principles.

If, during the course of the present agreement, there are any matters that affect the welfare and interests of the UAW as an institution, be assured the Company will be fully receptive to having these matters brought to our attention. Your concerns are our concerns, and they will receive our full and prompt attention.

Very Truly Yours, Jeff Handy, Human Resources

Letter 12

Mr. John Snow, Chairman Local 933
2320 South Tibbs
Indianapolis, IN 46241

Subject: Updates of Personal Data

Dear Mr. Snow,

During these negotiations, the Union expressed concern with the process by which information is given to Financial Secretaries concerning updates of personal data on members whose status or information has changed.

This will confirm that representatives of the Company will continue to work with representatives from the Local and International Union to identify alter-native means for transmitting, in accordance with legal requirements and limitations, the information in a more usable format for the local Financial Secretaries' data processing requirements.

Very Truly Yours,
Jeff Handy, Human Resources

Letter 13

Mr. John Snow, Chairman Local 933
2320 South Tibbs
Indianapolis, IN 46241

Dear Mr. Snow,

During the current negotiations, the parties discussed the issue of diversity and their joint commitment to the development of an appropriate training program to facilitate UAW-Rolls-Royce Corporation diversity training initiatives for the workforce.

The Company and International Union, UAW are committed to a process that creates and maintains an environment that naturally enables the parties to contribute to the overall success of Rolls-Royce Corporation and to the job security of UAW represented employees. By diversity, we mean much more than race and gender. Diversity also includes such factors as family status, military service, ethnicity, religious beliefs, education, age, and physical disabilities. Working with others of different backgrounds and perspectives helps us learn that diversity is a competitive advantage which incorporates the contributions of a multi- race, multi-ethnic, multi-cultural workforce.

Our challenge is to create a work environment free of hostility; cultural and physical insensitivity and discrimination and Rolls-Royce Corporation and UAW-represented employees within the global marketplace.

Very Truly Yours, Jeff Handy, Human Resources

Letter 14

February 26, 2020

Mr. John Snow, Chairman Local 933
2320 South Tibbs
Indianapolis, IN 46241

Dear Mr. Snow,

Stimulating the sales of Rolls-Royce Corporation products is a major interest of both Rolls-Royce Corporation and the UAW. Involving bargaining unit employees in the marketing of our products and interfacing with our customers can prove to be beneficial to everyone involved. Therefore, the parties will jointly investigate methods by which Rolls-Royce Corporation/UAW represented employees may become more involved with our customers and with the marketing of our products, where it is appropriate to do so.

Very Truly Yours,
Jeff Handy, Human Resources

Letter 15

February 26, 2020

Mr. John Snow, Chairman Local 933
2320 South Tibbs
Indianapolis, IN 46241

Subject: Excerpts From The Minutes of the Quality Network

Dear Mr. Snow,

During these negotiations, the Union discussed at length concern that management representatives assigned to Quality Network responsibilities have, in some cases, not been given appropriate authority and/or necessary time to perform their required joint tasks. Management assured the Union that when those circumstances arise and cannot be resolved by the Quality Council, the UAW representatives may raise the issue with the company Executive Director for Quality Network activities who will discuss the situation with the appropriate management leadership for resolution.

Very Truly Yours,
Jeff Handy, Human Resources

Letter 16

February 26, 2020

Mr. John Snow, Chairman Local 933
2320 South Tibbs
Indianapolis, IN 46241

Dear Mr. Snow,

During recent negotiations, the International Union, UAW, requested that the Company clarify its position regarding sexual orientation.

In Rolls-Royce Corporation, we have had an ongoing commitment to maintenance of a workplace that is challenging and productive for all employees. Our focus also is to treat all employees equitably and not to allow discrimination of any kind within our facilities. This letter is to assure you that the Company has policies in place that prohibit discrimination in employment on the basis of sexual orientation.

Rolls-Royce Corporation's long standing policy statement covering Equal Employment Opportunity reads as follows:

"The policy of Rolls-Royce Corporation is to extend employment opportunities to qualified applicants and employees on an equal basis regardless of an individual's age, race, color, sex, religion, or national origin.

“Hiring and employment practice and procedures implementing this policy are the responsibility of the employing units. However, these practices, procedures and decisions are to be, at all times, in conformity with the Company’s Equal Opportunity Employment Policy.”

In summary, Rolls-Royce Corporation’s policy on Equal Opportunity Employment requires that we treat all people with dignity and respect and prohibit discrimination of any kind, including discrimination based on sexual orientation.

All employees are expected to deal fairly and honestly with one another to ensure a work environment free of intimidation and harassment. Abuse of the dignity of anyone through slurs or other derogatory or objectionable conduct, including that based on sexual orientation, is offensive employee behavior and has no place in Rolls-Royce Corporation. Additionally, any claim of harassment having its basis as sexual orientation may be taken up as a grievance under the appropriate provisions of the Rolls-Royce Corporation-UAW National Agreement.

Very Truly Yours,
Jeff Handy, Human Resources

Letter 17

February 26, 2020

Mr. John Snow Chairman Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Subject: TAP Benefits- Onsite Facility or Local Union Hall

Dear Mr. Snow,

During the 2015 Negotiations, the parties discussed the applicability of Tuition Assistance benefits as they pertain to training or educational courses taught by qualified educational providers on site at our plant facility or at the local union hall. In this regard the parties agreed that TAP benefits for such training would be approved under the following conditions:

- The training in question would, under normal circumstances, be eligible for TAP participation if conducted by a recognized education-al provider at some other facility.
- The cost for such training will not exceed costs associated with similar training at a recognized educational facility such as a nearby public institution.
- Written requests for approval of TAP benefit utilization will be made in advance to the Key 4 by appropriate local management and union representatives before training or classes are conducted and training will not commence until approval is given.

The information will be jointly communicated to the local parties shortly following the conclusion of the negotiations.

Very Truly Yours,
Jeff Handy, Human Resources

Letter 18

February 26, 2020

Mr. John Snow Chairman Local 933
2320 South Tibbs

Indianapolis, Indiana 46241

Subject: Excerpt From the Minutes of The Skilled Trades Subcommittee

Dear Mr. Snow,

During the 2015 Negotiations, the parties discussed the fact that the GM/UAW Skilled Trades and Apprentice Committee has committed to prepare an "Outside Contracting Checklist" for use by GM/UAW locations during discussions of potential outside contracts for the performance of skilled maintenance and construction work.

The "Checklist" will include the relevant considerations to be reviewed by local parties, as outlined in the applicable provisions of the 1997 GM/UAW National Agreements, during the advance discussions of such contemplated outside contracting.

Once the "Checklist is completed, Rolls-Royce Corporation Labor Relations Staff and the Shop Committee will review the "Checklist" to determine its applicability for use during our discussion of contemplated outside contracting issues and modify the form where necessary to improve its usefulness at Rolls-Royce Corporation.

Very Truly Yours,
Jeff Handy, Human Resources

Letter 19

February 26, 2020

Mr. John Snow Chairman Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow,

During these negotiations the parties discussed the application of the Memorandum of Understanding Joint Skill Development and Training and the Memorandum of Understanding Human Resources Development. While there is not a disagreement with the focus of these memoranda, the subjects are primarily concerned with studies and activities which are being pursued by the International Union and Rolls-Royce Corporation at the national level. The parties agree that the UAW/Rolls-Royce Corporation Joint Activity Committee will monitor the activities relating to these subjects and adopt and implement those features which are applicable to our operations.

Very Truly Yours,
Jeff Handy, Human Resources

Letter 20

February 26, 2020

Mr. John Snow Chairman Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Dear Mr. Snow,

During the 2015 Negotiations, the parties discussed the concept of Transition Centers. These centers and their corresponding programs are made available to employees who are affected by a plant closing or a reduction in the workforce where recall is unlikely.

The parties have agreed that should a large number of employees be impacted by a plant closing or workforce reduction, with little chance of recall, a plan will be put in place to provide programs focused on Basic Skill Enhancement, College/Vocational Skill Enhancement, Financial Planning, Pre/Post Retirement, Employability Skills and Layoff Services.

At such time as this, should such programs become necessary, a joint team would be formed comprised of Local Management, Local Union Representatives, and the International UAW to develop a plan for implementation.

Costs for these programs will be provided through government funding, if available, and/or Joint Funds where appropriate.

Very Truly Yours,
Jeff Handy, Human Resources

Letter 21

February 26, 2005

Mr. Robert Woodcock Chairman Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Subject: Excerpts From the Minutes of The Subcommittee on Document 91/Sale of the Business

Dear Mr. Woodcock,

During the current National negotiations, the parties discussed the application of Document 91, Sale of the Business to the Allison Engine Repair Operation (AERO), and Rolls Royce Power Parts.

The parties have agreed that should AERO be sold during the term of the 2000 Rolls-Royce Corporation/UAW agreement and the buyer of the operation leave it within the Indianapolis area, then the terms of the 2000 Rolls-Royce Corporation/UAW agreement would be applicable to the operation under its new ownership.

The parties have further agreed that should AERO be sold during the term of the 2000 Rolls-Royce Corporation/UAW agreement and the buyer of the operation relocate the business outside of the Indianapolis area, then the pro-visions of Document 91, Sale of the Business, would not apply.

Very Truly Yours,

Robert M. Plummer
Executive Vice President Human Resources

Letter 22

February 26, 2020

Mr. John Snow
Local 933, UAW Chairman
Rolls-Royce Corporation 2001 South Tibbs Avenue Indianapolis, IN 46254

Memorandum of Understanding - Alternate Shift Pattern Alternative Work Schedule

An Alternate Work Schedule (AWS) will be implemented in targeted areas where the company has invested in new equipment and methods or where capacity can be further maximized through an alternate schedule. For purposes of this document, the AWS will be a 5-day X 8-hour shift pattern, Monday – Friday.

The below areas will adopt afore-referenced AWS no earlier than May 1, 2020, but before August 1, 2020:

- Turbines Supercell
- Hermles
- Broach
- 3577

Additional areas may be identified for implementation with a minimum of a 90-day notice, as follows:

- Single Crystal Operations

Any areas beyond those listed above will only be implemented upon mutual agreement between management and the shop committee.

In all such areas where this is implemented the expectation is uninterrupted operation of the equipment through breaks, lunch and change of shift. To accommodate this expectation of uninterrupted operation, employees will be compensated for a straight 8-hour shift (to include lunch and breaks). Additionally, employees in areas where this is implemented will be compensated with additional fixed holidays beyond the standard 9/80 holiday schedule (see below proposed schedule).

Crew Establishment: Upon implementation the Company will identify the number of positions on each crew per department. Employees will have the opportunity to volunteer within the department and classification. Any surplus employees will be reassigned per the Transfer Agreement.

Crew Preference: The procedure for allowing seniority employees to indicate their crew preference will be in accordance with the Shift Preference Agreement.

Alternative Work Schedules Paid Holidays are Listed in Par. 203

Sincerely,
Carrie Elkins, Human Resources

Letter 23

March 16th, 2015

Mr. Frank Poynter Chairman
Local 933, UAW

Memorandum of Understanding – 9/80 Alternate Shift Pattern

Rolls-Royce Corporation and the UAW agree to implement a “9/80” work schedule. The “9/80” work week occurs over a 2-week period. A “9/80” work schedule means that on 4 days per week (Monday thru Thursday) employees work 9 hours, and on the 5th day (Friday) employees work 8 hours or employees have an “off” day (Friday). This new workweek will be implemented January 4, 2016.

1. The “9/80” workweek will include a nine (9) hour workday Monday through Thursday each week; an eight (8) hour workday Friday and an “off” Friday every other week. The workweek will begin and end at mid-shift on Friday. The “9/80” work schedule retains a 40-hour workweek.

Work Week	SA	SU	M	T	W	Th	F	SA	SU	M	T	W	Th	F	Total Work Week
First Week (Hours)			9	9	9	9	4								40
Second Week (Hours)							4			9	9	9	9		40

2. Pay for time worked on Friday (mid-shift) and on weekends will appear one paycheck later than it does now. Pay will be on Friday of each week, unless there is a Bank Holiday in which pay will be moved to the prior non-Bank Holiday utilizing the current direct deposit process.

3. Overtime pay at time-and-one-half will be paid for hours worked in excess of nine (9) on a nine (9) hour workday (Monday through Thursday) and over eight (8) on the work Friday. Overtime at time-and-one-half will be paid for work on an "off" Friday. All other provisions requiring the payment of overtime will continue in accordance with the CBA.

4. Vacation pay may be taken up to nine (9) hours for a vacation day taken on a nine (9) hour day Monday through Thursday; and up to eight (8) hours for a vacation day taken on a work Friday, or in increments as currently allowed under the CBA. The accrual policy will be defined in accordance with the provisions of the CBA.

5. Holiday pay will be nine (9) hours for a Holiday that falls on Monday through Thursday and eight (8) hours for a Holiday that falls on a "work" Friday. No payment will be made for a Holiday that falls on an "off" Friday. However, payment for hours worked on a designated Friday Holiday will be paid at the double time rate.

6. The option to implement an alternate "9/80" "B track" will have to be agreed to by management and the UAW Shop Committee.

7. Provisions of the Collective Bargaining Agreement which may conflict with this "9/80" agreement will be suspended for those assigned to the "9/80" workweek schedule, while the "9/80" work schedule is in effect.

8. All language pertaining to overtime and pay will stay in effect in conjunction with the current CBA during the 9/80 workweek.

9. In the event that the "9/80" schedule is fully implemented, and the parties determine the new work schedule to be ineffective, the parties will need to mutually agree to going back to a traditional "5/40" workweek or other agreed alternate work schedule.

Very Truly Yours, Jeff Handy, Human Resources

Letter 24

Mr. Frank Poynter Chairman Local 933
UAW 2320 South Tibbs Avenue
Indianapolis, IN 46254

Memorandum of Understanding – Healthcare

During the 2015 negotiations, the parties discussed the impact of increasing costs of healthcare on employees and the company. The parties agree that to assure on-going high value healthcare that collaboration is important to find solutions that reduce rising costs. As such, the parties commit to address healthcare in the following ways:

Company Union Benefits Committee (CUBC)

This committee shall have members as required from the:

- Union
- Chairman or local shop committee member
- Local Benefits Representatives
- International Union
- Aerospace
- Region 2B
- UAW Social Security Benefits Department
- Company

- Senior business leadership
- Local Human Resources Managers
- Corporate Human Resources Managers

The committee will oversee and enact the principles outlined in this MOU. The parties pledge to meet at least twice yearly to develop/review progress of prior actions and undertake on-going actions to reduce healthcare costs while providing high value healthcare to represented employees.

Education and Training

The company shall provide at least three computers located in the UAW/ Rolls-Royce Training Center that will be accessible by represented employees for use in managing healthcare.

Employees will be required to attend healthcare education and training. This training shall be provided in the UAW/Rolls-Royce Training Center and may use trainer led and/or computer-based training methods to convey information. Salaried and/or UAW trainers may be engaged in the development and delivery of training inclusive of providing training to use computer-based web sites and training programs. The training may be open to spouses.

The CUBC will work to develop additional on-going training to address needs and issues that can assist in reducing the cost of healthcare. As such, the company will implement the tools listed below and provide specific training sessions. The training sessions will introduce these tools and other identified topics:

- Use of healthcare tools
- Teledoc
- Castlight

Wellness Fairs and Sites

The CUBC will work to develop and conduct annual healthcare fairs in the UAW/Rolls-Royce Training Center. Current providers like Concentra may be engaged to run the Wellness Fair. Funding shall be from the UAW/Rolls-Royce Training budget.

The CUBC will investigate the use of local clinics such as Walgreens and CVS and for use by represented employees to encourage lower cost providers for non-life-threatening immediate care. Such providers will be reviewed for inclusion in plan networks.

Network/Vendor Changes

Any network or vendor changes shall be presented to the CUBC to assure adherence to current plan design before the company implements any network or vendor changes.

Impact to Employees

The parties recognize healthcare coverage is a personal issue for represented employees. As such, when changes are contemplated and/or implemented, the parties will consider the need for additional education or training and methods used to assure impacted employees understand the changes.

Changes to Deductibles

Deductibles to plans set by the Internal Revenue Service (IRS) will be incorporated as required by IRS guidance without any adjustments to HSA amounts or any additional contribution by the company.

Specialty and Compound Medications

The parties recognize that prescription drug coverage needs to be managed as part of the overall healthcare costs. As such, managing the high cost of specialty and compound pharmaceuticals will require us to take a multi-pronged approach in addressing all of the levers influencing the price of these products – what products participants take and where they access them.

Ensuring that participants are taking the right medications, at the right time, in the right dosages is essential, so the company will work with the pharmacy benefit manager to do the following for specialty drugs:

- Require prior authorization for all specialty drugs
- Develop consistent criteria and pre-certification protocols across the medical and pharmacy plans
- Introduce split fill protocols across oral products
- Reduce self-injectable days' supply to 30-60 days

The company will work with the pharmacy benefit manager to mitigate inappropriate use of compounds, while still allowing for the use of compounds where medically necessary.

Very Truly Yours,
Jeff Handy, Human Resources

Letter 25

Mr. Frank Poynter Chairman Local 933, UAW
2320 South Tibbs Avenue
Indianapolis, IN 46254

Memorandum of Understanding – Transition of Production Support Work

The parties agreed during the 2015 negotiations to transition certain Production Support work to third party suppliers. This MOU describes the impacted classifications and departments as of March 2015.

Positions in the following classifications in the departments listed below are impacted and will be transitioned to other openings:

Classification	Department
602	0507
701	0522
602	0974
602	0975
602	1178
201; 202; 404	4517
202	4528
602	4532
601; 602; 603	3824
604	0528
604	0828

During the term of the agreement, employees in these positions will be transitioned into openings within the bargaining unit. The actions of the Condor project shall not result in forced reduction of employees in these positions.

Employees in the following classifications will be transitioned into the 605 Production Support classification code after phasing out the employees in the impacted classifications and departments listed above:

- 601 Fluid Support
- 602 Production Support

- 603 StoreAttendant
- 605 Production SupportCBSF

Work completed in the RRC facilities by the impacted classifications listed above will continue to be bargaining unit work, except 604 and 701 classification codes.

Very Truly Yours,
Jeff Handy, Human Resources

Letter 26

Mr. John Snow Local 933, UAW
Rolls-Royce Corporation
2001 South Tibbs Avenue
Indianapolis, IN 46254

Dear Mr. Snow,

Subject: Augment Apprenticeship Recruitment

The parties believe an active and robust apprenticeship program is vital to the success of Rolls-Royce. The parties agree the current demographic of the hourly population suggests significant turnover over the coming decade. Recruitment of the new workforce to support Skilled Trades is a must. The parties agree there is importance in maintaining an apprenticeship program so that those with a desire to grow and learn feel they have the opportunity. A test will be made available the first quarter of 2027, or earlier, if the list of apprentice candidates becomes depleted. Future apprenticeship testing will occur every other year thereafter to active employees and non-seniority employees and the list will be kept updated. The parties agree to allow for the recruitment of one external apprentice for every two internal apprentices placed in the program with a minimum of 25 apprentices over the course of this contract. The parties agree to eliminate the EIT language for the Inspector, Parts and Inspector, TDFG and allow the recruitment of apprentices or journeypersons into those classifications. The Tool & Die flowchart will still be recognized, and those journeypersons may still apply for openings in Insp Parts, Blade & Vane or Insp TDF&G. The parties agree that; if the in-house apprentice list becomes exhausted management will reserve the right to recruit externally for apprentices. This agreement does not impact the company's ability to recruit external journeyperson should the need arises.

1. Classifications requiring addition of apprentices will be populated in the following order:

a. For Skilled Trades classifications impacted or potentially impacted, Management will follow the same guidelines in the Machine Repair Capacity Agreement originally signed 7/1/2019.

b. The apprenticeship list

Very Truly Yours,
Kevin M. Johnson, Human Resources

Amendment to Letter 26

As part of the 2025 negotiations, the parties agree to an apprenticeship test to be administered during the first quarter of 2027, or earlier if the list of available apprentice candidates becomes depleted. This test will be administered with a combination of the current BMAR Test and an additional math portion. The baseline for passing and eligibility for an interview will be a minimum combined test score of 75%. After implementation of this test, the candidates already populated on each respective list will be removed and a new list of candidates will begin. All employees will have eligibility to take the new test up to 2 times, regardless of past attempts. New candidate lists will then be populated once the testing and interview process are completed.

In compliance with DOL guidelines, the application period for testing will be open for 30 days with the application dates being communicated to all employees through company and union postings.

Testing will only be held on a Saturday and no earlier than 9:00 a.m. When enough attendees require an additional test session, it will be held later in the same day with all afternoon employees scheduled for this test period.

Once implemented, all future testing will follow the guidelines listed in Letter 26 and of the Joint Apprenticeship Committee.

Very Truly Yours,
Justin Schwartz, Human Resources

Supplement 1

NEW FACILITY FOR FUTURE WORK SUPPLEMENT

During the 2015 negotiations, the parties discussed at length the importance of developing competitive manufacturing operations to compete globally for future work. As such, the parties have committed to implement the terms and conditions of this supplement to bid for future work and operate under these terms for work awarded.

- A.** The terms and conditions of this supplement will incorporate the current (LIFT FAN) Facility, and any additional new work placed into that facility. They will also apply to any new facility in the Indianapolis area or surrounding counties for newly awarded work represented by UAW Local 933.
- B.** The terms and conditions identified in this Supplement Agreement shall be the exclusive terms and conditions for a new facility with newly awarded work.
- C.** Bargaining unit employees assigned to a new facility with newly awarded work will have wages and benefits as outlined under the terms and conditions.
- D.** Terms and Conditions

1. Wages

The starting wages for employees in a fixed rate facility will be set at the wage rate listed in Paragraph 98 at their current progression scale.

2. Work Rules

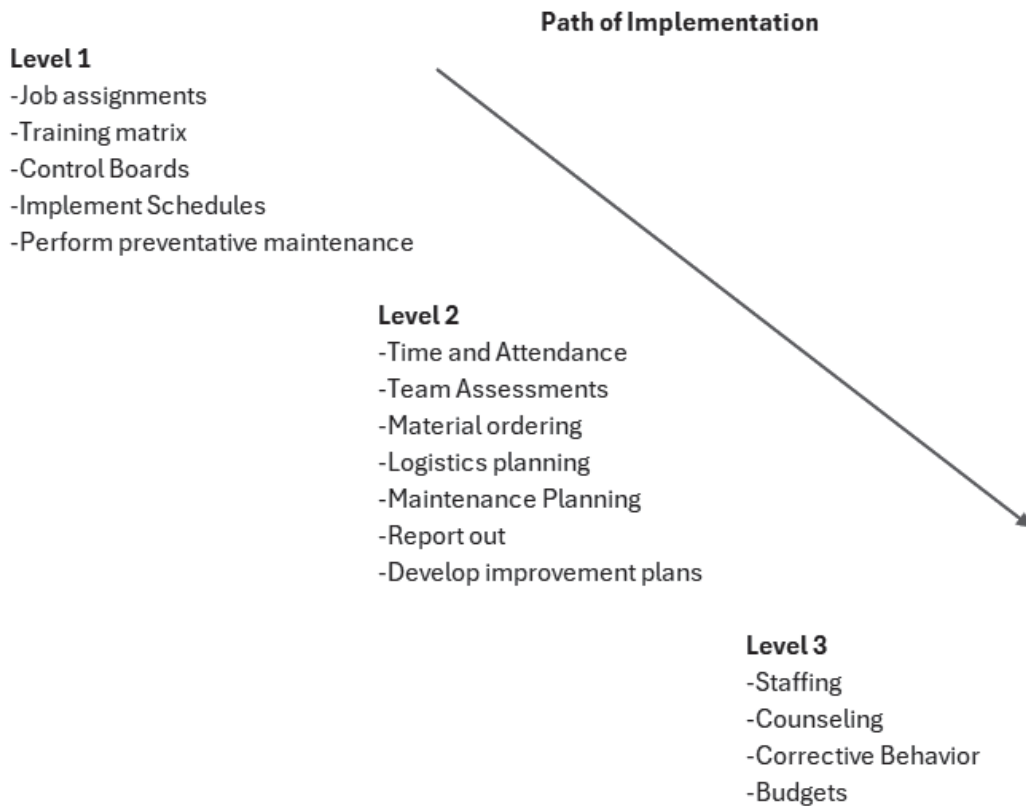
- (a)** Setting up and operating numerically controlled and conventional machines and special processes directly associated with the cell. This set up includes setting up for other employees should the need arise.
- (b)** Accepting sign-off responsibility for the quality of the parts they are producing either on an in-process basis or on a final inspection basis. This sign-off responsibility includes inspecting parts for other employees should the need arise. Operators will utilize all relevant inspection equipment. Where technology allows, the parties will discuss the implementation and use of CMM programs that can be produced by an automated means.
- (c)** Performing preventative maintenance and lubrication of machinery during normal operations. This paragraph is intended to address minor preventative maintenance. Where major repairs are necessary, the appropriate personnel will be utilized. These operator duties include:
 - Oil and lube machines
 - Air/Oil filter changes
 - Changing light bulbs
 - Localized pump-out and fill-out
 - Ability to remove and replace guards to clean machines
 - Clean oil pans
 - Pulling samples for coolant condition monitoring of machines
- (d)** Training other operators for all manufacturing responsibilities.
- (e)** Any bargaining unit employee may be assigned the task of controlling the inventory, including movement of parts and material within the facility using an appropriate conveyance device, tracking inventory and work in progress (WIP).

- (f) Any bargaining unit employee may be assigned the task of maintaining and dispersing supplies of perishable tooling and other work-related supplies within the facility.
- (g) Any bargaining unit employee may be assigned the task maintaining a clean and orderly work area.
- (h) Prior to the implementation of any fixed rate facility, the parties will evaluate the cost effectiveness of self-performing outside truck driver and custodial services and source on a competitive basis.

3. Self-Directed Work Teams

The purpose of Self-Directed work teams is to effectively utilize the talents and skills of all employees while reducing redundancy of operations to lower costs. In the below example, there is a progression of increased responsibility in the levels. While there is limited impact to the collective bargaining agreement, it is understood the parties recognize the potential skills of bargaining unit employees and better utilize those skills.

Both parties agree that it will be important to consider the appropriate level of training required prior to implementing Self Directed Teams at each of the levels 1, 2 and 3



4. Skilled Trades Work Scope

a. Machine Tool Maintenance

New facilities may employ or will utilize bargaining unit employees to perform the maintenance of production machinery and production equipment. The following classifications will be responsible for all work associated with this task: Electrician, Machine Repair/ Equipment Builder, Tool & Die/ Tool & Die Weld/ Tool Hardener, Cutter Grind, TDF&G, Inspector Parts, RACM, and other trades as necessary. This may be achieved by either sending work to another plant, having personnel come from another plant to complete the task or having the classifications

populated at the plant. In certain instances, the work on specialized pieces of equipment (some CMM's etc.) will require outside resources be utilized.

In instances where the personnel listed above do not have the necessary skills / equipment or training to complete the assigned repair tasks, Management may utilize outside resources to complete the tasks, without any overtime / utilization obligations. New facilities have no impact on and receive no impact from utilization in any other Rolls-Royce Corporation facilities. Existing construction tradesmen may be utilized where appropriate. The intent of this language is not to use temporary outsourcing as a basis for reducing headcount.

b. Facilities Maintenance

It is Management's intent to provide all employees with meaningful work while insuring the competitiveness of Rolls- Royce. To that end, facilities maintenance (Millwrights, Carpenters, Tinsmiths, Welders, Pipefitters, Wastewater, SEPH, RACM, and other trades as necessary) will remain bargaining unit work in Plant 5 and Plant 8. Management reserves the right to source competitively facilities maintenance at new facilities without any overtime/ utilization obligations. New facilities have no impact on and receive no impact from utilization in any other Rolls-Royce Corporation facilities. However, this competitive bid process will not preclude Management from loaning these trades to new facilities.

5. New Facility with Newly Awarded Work Transfers

Initial Transfers

Employees may apply for openings within a new facility for new work consistent with the terms under which the work was competitively awarded. Employees transferring into a fixed rate facility will assume all of the terms and conditions of this Supplemental Agreement. After a two-week probationary period, the employee may, at the employee's discretion, return to their original plant under their original terms and conditions. Openings not populated by employees will be filled with new hires under the terms and conditions of this Supplemental Agreement.

Layoffs

For the purposes of plant seniority, a new facility for new work will be included. In the event of a layoff, eligible employees will receive the benefit treatment as described in Document 3 of the 2015 National Agreement. Additionally (seniority permitting) employees displacing lower seniority Employees in a new facility for new work will retain their current wage and benefit structure.

The options for employees in the event of a layoff are (in no particular order):

- VTEP
- Inverse layoff
- Flow to a blended rate facility-seniority permitting
- Flow to a new facility for new work – seniority permitting
- Flow to Custodial Services - seniority permitting
- Layoff

Transfers to and from Plant 5, 8 and SCO operations

For the purpose of transfers, a new facility for new work will be included consistent with the terms under which the work was awarded. Employees transferring into a new facility for new work will assume all of the terms and conditions of this Supplemental Agreement. Employees transferring from a new facility for new work to the legacy plant will maintain the wages and benefits treatment of this Supplemental Agreement and will assume the working conditions of Plant 5, 8 and SCO operations.

Supplement 2

ROLLS-ROYCE CORPORATION INDIANAPOLIS, INDIANA NEW FACILITY FOR EXISTING WORK SUPPLEMENT

February 26, 2011

During the 2011 negotiations, the parties discussed at length the importance of reducing overall cost from the Indianapolis manufacturing operations to improve our competitive position. Both parties agree with the negative impact of cost, culture and competitiveness to continue manufacturing operations in an aging facility. Where existing work is transferred to new facilities, the terms and conditions of this supplement will apply.

a. The terms and conditions of this supplement shall be implemented based on the leasing or buying of a new facility within the Indianapolis area or surrounding counties. These new Facilities will be represented by UAW Local 933.

b. The Supplemental Agreement will go into effect with the agreed establishment of a new facility. The terms and conditions identified in this Supplemental Agreement shall be the exclusive terms and conditions for a new facility with blended rates.

c. Bargaining unit employees assigned to a new facility with blended rates will have wages and benefits as outlined in the 2011 National and Local Agreements.

d. Terms and Conditions:

1. Work Rules

a. Work Rules will be in accordance with the Wage Groups and Job Classifications Agreement in the 2011 Local Agreement except as noted here.

b. Support groups including Production Support, Fluid Support, Store Attendant and Truck Driver outside may be combined to one Classification. This Classification shall be responsible for all duties currently assigned to the four classifications listed above.

c. In new facilities for existing work, Custodial Services will be evaluated and sourced competitively.

2. Skilled Trades Work Scope

a. Machine Tool Maintenance

New facilities may employ or will utilize bargaining unit employees to perform the maintenance of production machinery and production equipment. The following classifications will be responsible for all work associated with this task: Electrician, Machine Repair/ Equipment Builder, Tool & Die/ Tool & Die Weld/ Tool Hardener, Cutter Grind, TDF&G, Inspector Parts, RACM, and other trades as necessary.

This may be achieved by either sending work to another plant, having personnel come from another plant to complete the task or having the classifications populated at the plant. In certain instances, the work on specialized pieces of equipment (some CMM's etc.) will require outside resources.

In instances where the personnel listed above do not have the necessary skills / equipment or training to complete the assigned repair tasks, Management may utilize outside resources to complete the tasks, without any overtime / utilization obligations. New facilities have no impact on and receive no impact from utilization in any other Rolls-Royce Corporation facilities. Existing construction tradesmen may be utilized where appropriate. The intent of this language is not to use temporary outsourcing as a basis for reducing headcount.

b. Facilities Maintenance

New Facilities may employ bargaining unit employees in the construction trades (Millwrights, Carpenters, Tinsmiths, Welders, Pipefitters, Wastewater, SEPH, RACM, and other trades as necessary). Construction classifications will remain bargaining unit work in Plant 5 and Plant 8 and Management may loan these trades to new facilities. New facilities have no impact on and receive no impact from utilization in any Rolls-Royce Corporation facility.

In all cases where the Company does not deem it advisable to perform the work itself due to available labor, safety, skills, equipment, cost, quality or schedule, the Company must, as in the past, reserve the right to let the work to outside contractors.

3. Self-Directed Work Teams

The purpose of Self-Directed work teams is to effectively utilize the talents and skills of all employees while reducing redundancy of operations to lower costs. Both parties agree that it will be important to consider the appropriate level of training required prior to implementing Self Directed Teams in new facilities.

4. Transfers

Current employees may apply for openings within any new blended rate facility consistent with the Local Transfer Agreement. Employees transferring to a blended rate facility will assume all of the terms and conditions of this Supplemental Agreement.

5. Workforce Reductions

Workforce reductions in new facilities will be in accordance with the 2011 National Agreement.



2025 LOCAL AGREEMENT UAW AND ROLLS-ROYCE

A FORCE FOR PROGRESS POWERING, PROTECTING
AND CONNECTING **PEOPLE EVERYWHERE**



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ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

LOCAL SENIORITY AGREEMENT

(Paragraph 59 of the National Agreement)

This agreement is entered into this 26th day of February 2025, is between Rolls-Royce Corporation and Local 933, UAW, and is for the purpose of establishing local rules on seniority in accordance with the Seniority Section of the National Agreement for all employees represented by the UAW at this Company. All provisions of this agreement are applicable only to the employee's record subsequent to his or her current seniority date.

This agreement supersedes all prior seniority agreements and supplements thereto, and it is understood that no provisions of this agreement supersede or conflict with the National Agreement between Rolls-Royce Corporation and the UAW.

I. ACQUIRING SENIORITY

A. Plants Wide

1. Employees may acquire seniority in accordance with the Acquiring Seniority section (Paragraphs 56, 57 and 58) of the National Agreement.
2. When employees acquire seniority, their names shall be placed on the seniority list in the occupational group to which they are assigned.

B. Occupational Groups

1. Seniority shall be by the non-interchangeable occupational group and the clearing group as listed in Appendix "A" of this Local Seniority Agreement.
 - a. An employee transferring from the clearing group to the non-interchangeable occupational group to a classification not previously satisfactorily performed will retain seniority in the clearing group for thirty (30) days.
 - b. Any employee transferred from one classification to another within the non-interchangeable occupation group shall establish seniority immediately.
2. Each skilled trades classification shall be a non- interchangeable occupational group as listed in Appendix "A" of this Local Seniority Agreement.

II. GENERAL PROVISIONS

- A. The seniority of those employees having the same seniority date shall be determined by the first letter of their last name at the time of their original date of hire. The employee whose last name begins with the letter closest to "A" shall have the greatest seniority.
- B. Any transfer or recall from layoff under the provisions of this Agreement will be made only if the employee is capable of doing the job available.
- C. The phrase "original classification" as used in this Agreement shall mean the classification last held by an employee in a non- interchangeable occupational group in which the employee had seniority at the beginning of the application of the Reduction Procedure.
- D. The phrase "permanently laid off" as used in this Agreement shall mean a layoff, other than a temporary layoff, which results in an employee not working in the plant.
- E. An employee reduced from a classification in the non- interchangeable occupational group, other than for incapability, shall acquire a recall right to that classification by applying in the Human Resources for such rights at least three (3) weeks prior to being recalled to the classification and shall retain such recall rights until transferred to a higher paying classification.

- F. An employee who has seniority and who is assigned to a skilled trades classification from a classification in the non-interchangeable occupational group will, in the event of reduction from skilled trades, be transferred to the classification from which the employee was transferred, seniority permitting. This does not preclude an employee exercising his or her rights under Paragraph (70) of the National Agreement.
- G. Any seniority employee on layoff, who has a seniority recall rights only to the clearing group, shall be given the opportunity to be recalled to an opening in the non-interchangeable occupational group in line with the employee's seniority, after all employees having seniority recall rights have been recalled, and before any new employees are hired. If the laid off employee refuses the offer, the employee will be recalled to the clearing group in line with the employee's seniority.
- H. In the application of the Workforce Adjustment Section, the Temporary Layoff Section, and adjustments within classifications across shifts, an employee designated Leader shall exercise his seniority rights within the group he or she leads.
- I. In the event of a departmental reduction which does not involve a permanent layoff, as specified in this section, adjustments within classifications across shifts within the various departments will be made on a seniority basis.
- J. Employees transferred to a non-Supervisory salaried assignment from the bargaining unit will be handled in accordance with Paragraph (69) of the National Agreement.

III. Temporary Layoffs

- A. Temporary layoffs are layoffs for any of the following reasons:
 - 1. Plant rearrangements.
 - 2. Inventory.
 - 3. Shortage of materials, breakdown of machinery and/or equipment.
 - 4. For any other reason known at the time of layoff to be temporary.
- B. For a period not exceeding twenty-one (21) working days, the work force in the affected equalization groups may be adjusted to existing needs on the basis of seniority status in the classification, by department, by equalization group, by shift. Employees in the affected equalization group(s) with less than one year of plant seniority may be laid off first on the basis of their seniority status in the classification, i.e., the youngest first. The application provisions contained in this temporary layoff section are not to be used by employees with less than one year of plant seniority.
- C. Management will then examine the file of applications submitted from employees of the affected equalization group, with more than one year of plant seniority, who request to work. The applicants with the longest seniority status in their classification as compared to other applicants in the group may be retained for available work. Thereafter, if it is necessary to lay off additional employees in the affected groups, employees who have not filed an application to work may be laid off in reverse order of their plant seniority (i.e., oldest first).
- D. Employees may make application to work when the work in their respective equalization group decreases. Such application will be made in writing on the form provided to their supervisor no later than one week prior to the layoff. The form must be dated and signed and a notation made in the equalization of hours records. Written request to work will remain in effect until canceled by notification in writing to the Supervisor no later than one week prior to the layoff or until the employee changes equalization groups. The requirement to give twenty-four (24) hours' notice prior to layoffs to the employees affected is waived in the application of this provision.
- E. In the event an employee is transferred to a different equalization group, such employee may make an application to work upon transfer. In all other events, the application to work or cancellation of such application must be received one (1) week prior to the temporary layoff.
- F. During the period of temporary layoff, Management retains the right to loan and/or assign employees to other work according to its needs.
- G. In the event the temporary layoff continues for longer than twenty- one (21) working days, such time limits may be extended by agreement between the Shop Committee and LaborRelations.

- H. In the event that during the temporary layoff changes in schedule, methods, products, policies, etc., occur, and it becomes necessary to permanently reduce the workforce, then adjustments will be accomplished within ten (10) working days from the date of Management's declaration that a permanent layoff is to occur in accordance with the Workforce Adjustment provisions of this Seniority Agreement.
- I. During or following a temporary layoff resulting from any of the reasons listed above, as work becomes available, seniority employees laid off will be recalled to their respective equalization group by shift on the basis that the applicants with the longest seniority status in their classification will be recalled first. Next employees with more than one year of seniority will be recalled in reverse order of their layoff. Thereafter, those employees with less than one year of seniority will be recalled in reverse order of their layoff.
- J. In the event overtime is worked in the affected equalization groups during the period of temporary layoff, employees who are working during this period will be considered by equalization group for such overtime work.
- K. Equalization records during the period of temporary layoff will not be changed except as follows. Employees will be charged in their respective groups for any overtime hours accepted, but not for hours refused during the period of temporary layoff. It is understood that charging of overtime hours in accordance with the provisions of this Agreement will not give rise to any claim of a violation of Paragraph (71) of that National Agreement during such overtime hours and that this provision will, in no way, be cited as justification for restructuring the workforce during the period of temporary layoff.
- L. In skilled trades classification affected by a temporary layoff, for a period not exceeding twenty-one (21) working days, the work force of the affected equalization group(s) may be adjusted to existing needs by laying off employees on the basis of seniority status in the classification, by department, by equalization group, by shift. Departmental adjustments by equalization groups are recognized as being within the provisions of Paragraph (177) of the National Agreement. When the work in an equalization group decreases for any of the reasons listed above, the implementation of the foregoing procedure will be on the basis that employees-in-training (E.I.T) may be laid off first from their respective equalization group in reverse order of their date of entry status in such skilled trades classification, i.e., youngest first, with such adjustments being made in accordance with the provisions of Paragraph (175) of that National Agreement. Thereafter, if it becomes necessary to lay off journeypersons with less than one year of skilled trades seniority status in the affected classification such employees may be laid off from their equalization groups in line with their seniority status in the classification, i.e., youngest first. If it becomes necessary to lay off employees-in-training seniority (E.I.T.S) or journeypersons with more than one year of seniority who have not filed an application to work, such employees may be laid off from their equalization group(s) in reverse order of their seniority status in the classification (i.e. oldest first). The application selection procedure outlined in Paragraph III.D is applicable only to employees-in-training seniority (E.I.T.S) and journeypersons with more than one year of skilled trades seniority status in the affected classification. For the period of temporary layoff, employees in skilled trades classifications who are temporarily laid off will not be returned to their former classifications. Skilled trades employees who are temporarily laid off under the provisions of this paragraph will be recalled in reverse order of their layoff. Except as specified herein, all other provisions of the temporary layoff section are applicable to employees of skilled trades classifications.

In the event of a temporary layoff involving employees-in- training seniority (E.I.T.S) or journeypersons of the various classifications, the time limit specified above will be applied on a classification basis.

- M. Retention or displacement of another employee under any of these provisions will be on the basis that the retained employees are capable of performing the work to which they are assigned.
- N. An employee's seniority status for layoff or recall will be considered on the basis of the seniority listing for the group available at the start of the temporary layoff in the affected equalization group.
- O. Nothing in any of these provisions shall interfere with the maintenance of the efficiency of operations and an adequate workforce.
- P. These provisions will not be cited or relied upon in any way as a basis for adjustments. (Cases brought to the Supervisor's attention which are contrary to these provisions will be corrected as soon as possible. Any abuse of this provision may be presented to Labor Relations for settlement.)

- Q. Employees placed on temporary layoff shall be advised of expected duration as known and eligibility for layoff benefits.

IV. WORKFORCE ADJUSTMENT

A. Reduction Procedure

1. Management will review its workforce needs periodically to determine manpower requirements. When this review indicates the need for a permanent reduction in force, Management will establish the number of employees to be reduced or laid off. In the event of layoffs, temporary employees will be laid off before any employee with seniority capable of doing the job is laid off.
2. The workforce will be adjusted to its new requirements by reducing employees out of their non-interchangeable occupational group classifications or clearing group classifications in line with their seniority.
3. If an employee is reduced from a classification, the employee will be transferred to the highest paying classification which he or she has previously satisfactorily performed (as evidenced by the employee's Personnel Record), seniority permitting, providing the employee has made application in the Human Resources to establish "flow rights" to that classification no later than three weeks prior to the workforce adjustment. Prior to reduction to Custodial, the employee may choose layoff.
4. After an employee has exhausted his/her Local Seniority Agreement placement rights or Local Transfer Agreement rights, the employee will be placed in an available opening which he or she is capable of performing after the provisions of the Local Transfer Agreement have been applied.
5. If it becomes necessary to lay off employees with seniority, those selected for layoff will be the employees with the least plant seniority, except for employee's assigned to skilled trades classifications. The effective date of such layoffs will be the end of the employees shift on the Friday before the effective date of the workforce adjustment. Whenever possible, management will provide at least 48 hours' notice prior to layoff to the employees affected. (Paragraph 68 of the National Agreement)

B. Recall Procedure

1. Openings with a non-interchangeable group or clearing group classification will be filled in the following order:
 - a) by surplus employees in the same classification,
 - b) by honoring a reduced or laid off employee's non- interchangeable occupational group classification recall rights,
 - c) by the application of the Local Transfer Agreement or
 - d) By active employees who are being placed in accordance with Paragraph IV.A.4.
2. Laid off employees shall be recalled to an opening in the clearing group or choose to remain on layoff until a non- interchangeable opening occurs, seniority permitting, or the employee's recall rights expire or to an opening in a non- interchangeable occupational group classification which has not been filled by an employee in the active workforce, as described in IV.B.1., in line with the seniority, those having the greatest seniority being recalled first.

V. SKILLED TRADES

A. Definition

1. The term "qualified" used in this section, shall apply to only those employees who have acquired status as Journeyman under the provisions established by Paragraph (178) of the National Agreement.
2. The term "laid off", used in this section, shall apply to an employee who has insufficient seniority to work at the Company except as provided herein.
3. The phrase "original classification", as used in this section shall mean the classification last held by an employee in which the employee had seniority at the beginning of the Reduction and Layoff Procedure. If in the application of the Reduction and Layoff Procedure or Recall Procedure an employee is assigned to a job classification

having a wage rate equal to the employee's original classification, that classification shall be considered the employee's original classification unless otherwise provided for in the supplement.

B. Reduction and Layoff Procedure

1. An employee-in-training (E.I.T) shall be displaced from the skilled trades classification in which he or she is working in the reverse order of his or her date of entry status in such classification. He or she shall be transferred in the following order, seniority permitting.
 - a. To another skilled trades classification in which he or she has journeyman status.
 - b. To another skilled trades classification in which he or she has employee-in-training seniority (E.I.T.S) status.
 - c. To another skilled trades classification in which he or she has date of entry status.
 - d. To the classification, other than in skilled trades, in which he or she retained and accumulated seniority while in training. Failing this, he or she shall be given the seniority treatment accorded employees of that group by the provisions of this Local Seniority Agreement.
2. An employee-in-training-seniority (E.I.T.S.) shall be displaced from the skilled trades classification in the reverse order of his or her seniority in such classification. He or she shall be transferred in the following order, seniority permitting:
 - a. To another skilled trades classification in which he or she has journeyman status.
 - b. To another skilled trades classification in which he or she has employee-in-training-seniority (E.I.T.S.) status.
 - c. To another skilled trades classification in which he or she has date of entry status.
3. A journeyman shall be displaced from the employee's skilled trades classification in the reverse order of the employee's seniority in such classification. A journeyman thus affected shall be transferred according to the diagram in Appendix "B" of this Local Seniority Agreement, seniority permitting.
4. A journeyman who cannot be transferred under the provision of Paragraph V.B.3. shall be transferred to another skilled trade classification in which the employee has established journeyman, E.I.T.S. or E.I.T. seniority rights, seniority permitting.
5. A journeyman who cannot be transferred under the provisions of Paragraph V.B.3. or 4. will displace an employee who has not attained the status of a journeyman in accordance with the provisions of Paragraph (174) of the National Agreement.
 - a. A journeyman Tool & Die Maker Transferred or any reason to Inspector, Tool, Die, Fixture and Gage or Inspector, Parts shall have a journeyman date of entry seniority as of the date he or she entered the classification for the purpose of layoff or recall, unless otherwise provided for in this agreement.
6. A journeyman of E.I.T.S. who cannot be transferred under the provisions of Paragraph V.B.3., 4 or 5. shall be laid off.
7. When, by the application of the Reduction and Layoff Procedure, a journeyman is transferred to another skilled classification in accordance with Paragraphs V.B.3. or 4., the employee's skilled seniority shall be carried forward to the new classification, per the diagram in Appendix B of this Local Seniority Agreement.

C. Recall Procedure

1. A journeyman shall be recalled to the employee's original classification in line with his or her seniority, those with the greatest seniority being recalled first, except as hereinafter provided.

- a. A journeyperson who has insufficient seniority to be recalled to the employee's original classification shall be recalled in line with the employee's seniority to any one of the skilled classifications to which the employee may have been transferred under the Reduction and Layoff Procedure.
 - b. A journeyperson refusing such recall surrenders any further recall rights to that classification except as provided in Paragraph (174) of the National Agreement.
2. An employee-in-training or an employee-in-training-seniority shall be recalled to his or her original classification in line with his or her seniority, those with the greatest seniority being recalled first except as hereinafter provided.
 - a. An employee-in-training or an employee-in-training- seniority shall be recalled in line with his or her seniority to any one of the skilled classifications he or she may have been transferred to under the Reduction Layoff Procedure.
 - b. An employee-in-training or employee-in-training- seniority refusing such recall surrenders any further recall right to that classification.

D. General Provisions

1. An employee who submits satisfactory evidence of experience which qualifies the employee as a journeyperson and who has not previously established a journeyperson seniority date in skilled trades shall be given seniority as a journeyperson as of the date he or she enters or entered the skilled occupational group. This provision does not apply to those employees who qualify for journeyperson status under the provisions of Paragraphs (166) and (167) of the National Agreement.
2. It is recognized that certain skilled classifications included the basic requirement of one other or several other skilled classifications and in the process qualifying under the provisions of Paragraph (178) of that National Agreement for status as a journeyperson in certain classifications, the requirements of Paragraph (178) of the National Agreement are satisfied in other skilled classifications.
3. A journeyperson or E.I.T.S., who has been laid off from skilled trades under the provisions of Paragraph V.B.6., shall be recalled only to skilled trades in order of seniority in accordance with the applicable provisions of the Recall Procedure except as provided herein.
 - a. An employee laid off under the provisions of Paragraph V.B.6. may make application to return to work in a seniority group other than in skilled trades in which he or she retained and accumulated seniority. Failing this, the employee shall be given the seniority treatment accorded employees of that group by the provisions of this Local Seniority Agreement. This application to return to work shall be made on the form provided for that purpose and a copy shall be furnished to the employee at the time of layoff.
 - b. An employee who has made an application to return to work will be placed in accordance with Paragraph V.D.3.a. not later than the second Monday following the date his or her application is submitted. When two or more applicants have equal qualifications, the applicant with the greatest seniority shall be given preference.
 - c. An employee will have only one opportunity to make application under Paragraph V.D.3.a. If the employee refuses the job offered under Paragraph V.D.3.a., his or her seniority will be severed. If an employee desires to cancel his or her application to return to work, he or she must submit written notification of such cancellation prior to his or her notification of recall under the procedure.
 - d. An employee returned to work under Paragraph V.D.3.a shall have his or her full seniority rights restored.
4. A Journeyperson who is transferred or recalled under the layoff or recall procedure to a skilled classification having a wage rate equal to the wage rate of his or her original classification may make application in writing to the employee's Supervisor for transfer to the employee's original classification except as provided above shall be given preference to fill an opening in the employee's original classification when all journeyperson having recall rights to that classification have been recalled to that classification. When more than one employee makes application for the same classification, the employee having the greatest skilled seniority shall be given preference.

5. An employee-in-training or employee-in-training-seniority who, through promotion, reenters a trade where the employee formerly had surrendered a recall right will have a date of entry as of the date the employee reenters the trade. The employee will be classified as a journeyman when the employee has worked a total of eight years in the trade, and the employee's date adjusted to include that time.
6. The seniority of those employees who have the same skilled trades seniority date and status shall be determined by their plant seniority. If their plant seniority is also the same, the employee whose last name as of the original date of hire begins with the letter closest to "A" shall have the greatest seniority.
7. The final and determining factor as to whether an employee has satisfactorily performed a job at the Company shall be the employee's Personnel Record (unless definite proof is submitted to show such record is in error.)
8. Any transfer or recall under the provisions of this Local Seniority Agreement will be made only if the employee is capable of doing the job to which the employee is transferred or recalled.
9. An employee classified as a journeyman, employee- in-training or employee-in-training-seniority who desires a transfer to another equal or lower rated skilled trades classification in which the employee has previously established a journeyman date of entry who makes application to his/her Supervisor or the North America Human Resource Shared Service Center stating his/ her desires will be given preference for openings over employees desiring such classification without an entry date on a Company-wide basis under the provisions of the Paragraph (63b) of that National Agreement. Additionally, Journeymen, employees-in-training seniority (E.I.T.S.) and employees-in-training (E.I.T.), who can prove Journeyman's status per Paragraph 178 of the National Agreement, may apply, on a one-time basis, for a higher, lower or equal paying skilled trades classification. Such applicants will be considered for transfer, along with all other applicants who have applied. Additionally, journeymen, employees-in-training seniority (E.I.T.S.) and employees-in- training (E.I.T.) in skilled trades classifications may make application for placement as an employee-in-training in higher, equal or lower paying non-apprentice able skilled trades classifications and be transferred to one (1) such opening under the provisions of Paragraph (152) of the National Agreement. Such application will be considered for transfer, along with other E.I.T. applicants and be placed in accordance with the E.I.T. Selection Procedure of the applicant pursuant to the provisions of Paragraph (153) of that National Agreement.
10. In the event there are applicants filed under the Paragraph V.D.9. or Appendix "C" of this Local Seniority Agreement for a vacancy, the applicant with the longest seniority will be given preference.
11. For reasons known at the time to be temporary, employees in skilled classifications in departments affected shall be reassigned to other job classifications or be temporarily laid off from the respective department and recalled when their respective department or job resumes operation. In the event of a layoff, the Chairperson of the Shop Committee shall be notified in advance of such layoff and the period of layoff shall not exceed five (5) working days. Should additional time be required, it will be granted only by mutual agreement between the parties. In the event of reassignment to other skilled classifications, such assignments, under normal conditions, will not exceed eight (8) calendar days. The provisions of this paragraph will not be used solely to otherwise deny a reduced or laid off employee of the employee's seniority rights.
12. In the application of the Permanent Layoff or Recall Procedure, an employee shall not be entitled to a job classification having a wage rate greater than the wage rate of the employee's original classification.

VI. Termination Clause

This agreement shall continue in full force and effect until terminated by either party or changed by consent of both parties. Either party may terminate this agreement by giving sixty days' notice in writing. If either party desires to modify or change the agreement, it shall, at least sixty (60) days prior to the date when it proposes that such change or modification becomes effective, give notice in writing of the proposed changes or modifications. The other party, within ten (10) days after receipt of said notice, shall either accept or reject the proposal or request a conference to negotiate the proposal.

VII. Notice of Ratification

This agreement is subject to written notice of ratification by the Local Union to be given to the Management not later than the 26th day of February 2025. After such notice of ratification is received from the Local Union by Management, this agreement will be effective as provided for herein upon approval of the International Union, UAW.

Appendix A
Non-Interchangeable Occupationnel Group Classifications
(Production)

Classification

Fluid Support	MSE Broach
Inspection Assembly/Test	MSE Coach
Inspection Immersion & Ultrasonic	
Inspection M, B&F	
Inspection Mag. & Fluor.	
Inspection NDT	
Inspector NDT- SCO Certified	
Inspection Special Processes	
Inspection X-Ray	
Production Support	
Store Attendant	
Tractor Trailer	
Truck Driver, Outside	
MSE Casting Producer Quality Operator- SCO	
MSE Furnace Operator - SCO	
MSE Certified Welder	
MSE EDM	
MSE FMS	
MSE Gear	
MSE General Machining	
MSE Grinding	
MSE Grinding Assembly	
MSE Heat Treat	
MSE Heat Treat Coating	
MSE Job setter	
MSE Turning	
MSE Pour Up	
MSE Weld	

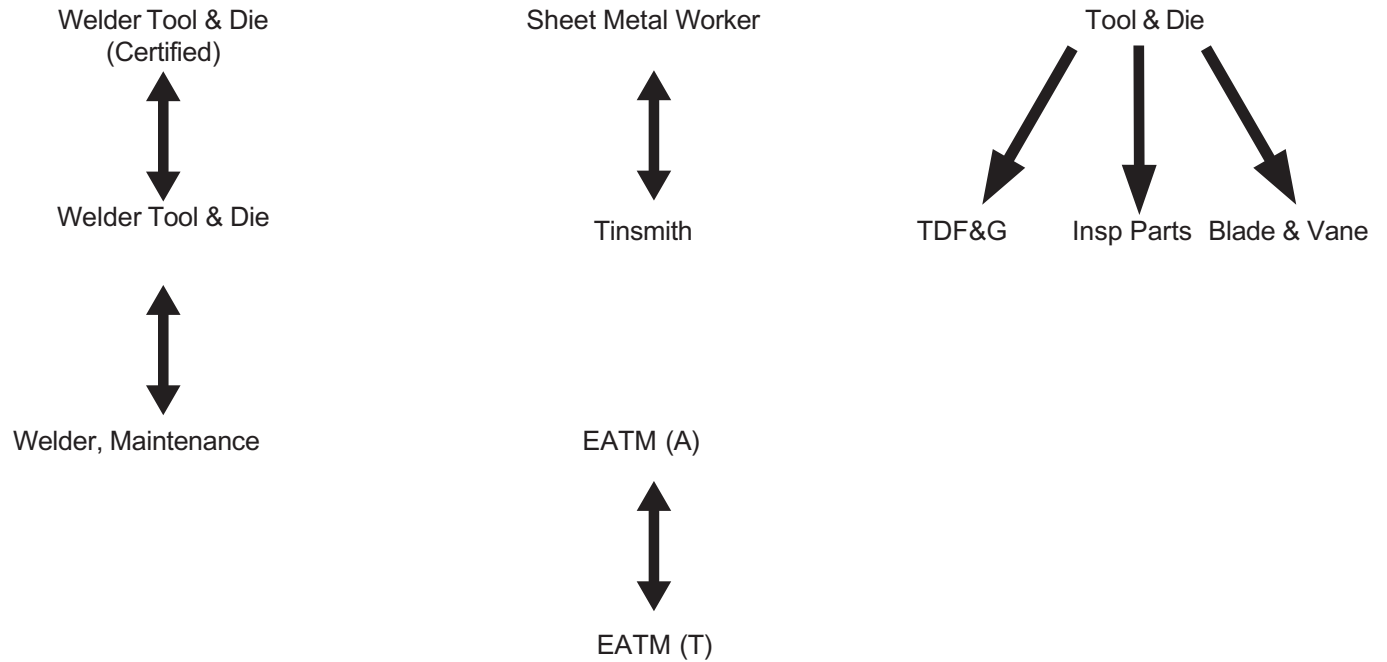
Non-Interchangeable Occupational Group Classifications
(Skilled Trades)

Classification

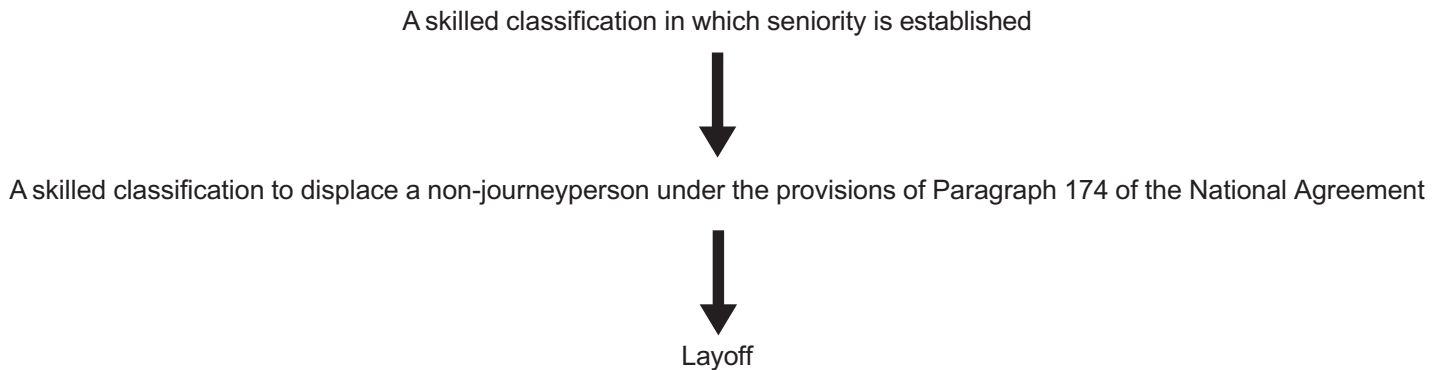
Auto, Truck & Trailer Repair Mechanic
Blade and Vane Maker
Carpenter
Cutter Grinder
Electrician
Experimental Aircraft Engine Test Mechanic/ Experimental Aircraft Engine Assembly Mechanic
Hardener
Inspector, Final Surface Plate
Inspector, Parts
Inspector, Tool, Die, Fixture & Gage
Machine Repair / Equipment Builder
Millwright
Model Duplicator – Plastic
Pipefitter
Refrigeration & A/C Maintenance
Sheet Metal Worker
Stationary Engineer – Powerhouse
Tinsmith
Tool & Die Maker
Water Waste Operator / Maintenance
Welder, Maintenance
Welder, Rack Making & Repair Welder,
Tool & Die Welder,
Tool & Die – Certified

APPENDIX B

Diagram Applicable to Layoff (Paragraph V.B.3. and Recall (Paragraph V.C.1.) for Skilled Trades



(Tool and Die can only flow into open requisitions or another classification in which a J date has been established, seniority permitting.)



APPENDIX C

Deleted

APPENDIX D

Skilled Trades Supplement to the Local Seniority Agreement

1. Apprentices may be temporarily transferred to another plant for training which is not available in their home plant. At the time of transfer, the Skilled Trades Apprentice Committee will be notified.
2. Apprentices transferred for training purposes must be returned to their home plant prior to their graduation from the Apprentice Program.
3. Transfers after graduation will be handled under the provision of applicable agreements.
4. Apprentice training reports will be filled out by the employee's immediate Supervisor and a copy will be provided to the employee upon request.

APPENDIX E

When the Team Leader cannot place a medically restricted employee within his or her department the following applies to employees within the Non-Interchangeable Occupational Group or the Clearing Group.

1. Employees who are temporarily restricted and unable to perform their normal job assignment will be utilized on a job they can do within their department or Business Unit (BU) so long as this does not adversely impact the seniority rights of another employee. If he/ she is unable to perform a job in his or her department or BU or cannot be loaned to another job in the plant he/ she will be placed on disability leave.
2. The permanently restricted employee that is unable to perform any job assignment within their classification within their home department will be transferred (placed) in the following order, if the restricted employee is physically unable to perform the job.
 - a. Any opening in their classification plant wide.
 - b. Switch the employee with the least seniority in the same classification, seniority permitting if he/ she can perform the job.
 - c. Any opening within the plant that he/ she can perform.
 - d. Displace the employee with the least seniority in the clearing group, seniority permitting.
3. If the medically restricted employee cannot be placed in any of the steps above, he/ she shall be placed on disability leave.
4. An employee who displaces an employee in accordance with Paragraph 1. Or 2. above will be returned to his/ her former classification when the restriction is removed. All other employees may acquire recall rights after the restriction is removed by applying to the Human Resources Department at least three (3) weeks prior to being recalled to the classification. It is understood, however, that an employee may not apply for or be transferred back to a classification from which he/ she is restricted until such time as the restriction is removed.

APPENDIX F

1. When an employee is transferred to a classification requiring certification and/or a license and the employee, after having put forth a good faith effort, is unable to satisfactorily pass the required tests within the appropriate time limits, as specified for that classification, the employee will be returned to the last classification which he or she satisfactorily performed, seniority permitting. If the employee's seniority does not permit placement in the last classification in which he or she satisfactorily performed, he or she will be afforded seniority rights to which he or she would be entitled as if he or she was being reduced from such previously held classification. If it is jointly determined by the Shop Committee and Labor Relations that the employee did not put forth a good faith effort he or she will be transferred to the clearing group and will not be eligible to apply for further transfers until the expiration of the time period set forth in the Local Transfer Agreement.
2. Employees reduced as incapable (other than medical incapability, failure to pass required tests or failure to put forth a good faith effort to complete required training) will be placed in the clearing group provided there is an opening or the employee can displace the least seniority employee, and may make application within fourteen (14) days from the date of reduction to a classification they have previously satisfactorily performed. An employee who makes such application will be placed, seniority permitting, as soon as practicable but not later than two (2) weeks after the Monday following the date the application is received by the Human Resources. Employees who are jointly determined by the Shop Committee and Labor Relations to have failed to put forth a good faith effort to be trained will be reduced to the clearing group and will not be eligible to apply for further transfers until the expiration of the time period set forth in the Local Transfer Agreement.
3. Employees who are deemed to be incapable of performing a particular classification or who fail to certify for a particular classification and are subsequently reduced will be afforded one (1) future opportunity to reapply under the Local Transfer Agreement to that classification when the employee can show proof of satisfactorily completion of a jointly pre-approved course pertinent to the classification that he or she was reduced from. After selection, the employee must demonstrate capability of performing the job in the same manner as any other employee.
4. This Agreement will not affect other previously established seniority rights.
5. The Supervisor shall notify the employee and the employee's Committee person of pending reduction due to incapability in writing and prior to reduction, the reduction will be discussed with a member of the Shop Committee.
6. The employee may request, in writing, a copy of the seven-page letter, which is in part of his/her personnel file, in accordance with the established procedure. A copy will be given to the employee's Union Representative.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

LOCAL TRANSFER AGREEMENT

(Paragraph 63 of the National Agreement)

This agreement entered into this 26th day of February 2025, is between Rolls-Royce Corporation and Local 933, UAW.

The transferring of employees is solely the responsibility of Management subject to the following provisions. The provisions of this paragraph shall be applied without discrimination because of race, religion, color, age, sex, disability, or national origin, so that equal employment opportunity will be afforded to all employees. The following provisions do not apply to skilled trades employees, except for interdepartmental transfers (paragraph 63b of the National Agreement). The application and selection process outlined below in this Local Transfer Agreement will be followed for these move's

The parties recognize that workforce stability is desirable in order to promote a successful team environment and maximize the utilization of skills and competencies which are required to effectively compete in the aerospace industry and, thereby, enhance the job security of the entire Rolls-Royce Corporation workforce. The parties also recognize that opportunities should be provided which will allow employees to express their desires to be transferred to another job or team within the plants in such a manner as will ensure a continuity of operations and minimal disruption to the plant.

Management will post all open requisitions weekly on Wednesday in all facilities that will include classification, department, shift and team leader when there are multiple team leaders in one department. These postings will close at 6am on the following Wednesday. Applications filed by employees will be processed as described below:

A. Application

1. Applications filed for a transfer in accordance with this Local Transfer Agreement must be received by 6 am on the Wednesday following the week of the posting; Employees will prioritize applications 1, 2, or 3.
2. An employee may have a maximum of Three (3) applications for transfer on file at any one time.
3. Any application must be canceled no later than 6am on Wednesday prior to the filling of the opening.
4. Employees whose Permanent shift preference rights are honored as a result of a transfer cannot make further shift preference transfers within a period of three months from such transfers.
5. In order to provide proper training and an appropriate evaluation period for new employees, the parties agree that new hires placed in a classification for the first time will not be eligible to apply for transfer under the terms of this agreement until after the period specified in Paragraph II.C.3. of this Local Transfer Agreement below has been exhausted, unless Management changes the employee's classification. Employees having their classification changed in this manner may apply for transfer under the provisions of this agreement after acquiring seniority.
6. Applications must be fully and correctly completed by the employee. If an application is improperly filled out the employee will be notified.
7. The prioritized classifications or departments must be identified on the application at the time of submittal to the employee's Team Leader or the Human Resources Shared Services Center.
8. When an active employee is transferred under the provisions of this Local Transfer Agreement, all other applications for transfer filed by the employee under the provisions of this Local Transfer Agreement will be canceled.
9. Active employees who are transferred under the provisions of this Local Transfer Agreement shall be precluded from transferring again under the provisions of this agreement for a period of twelve (12) months from the date of their previous transfer or until they are reduced from the classification, whichever occurs first. Applications submitted (1) One week prior to the expiration of the twelve-month time period, as specified herein, will be processed for transfer under the terms of the agreement.

10. Any application must be canceled no later than 6am on Wednesday prior to the filling of the opening.
11. Any job openings resulting from filling jobs pursuant to this provision will be filled under these provisions, failing that, by transfer without regard to seniority standing, or by new hires.
12. The provisions of this agreement satisfy all the requirements of Paragraphs (63) (a) and (63) (b) of the National Agreement.
13. A job applicant will be able to print a copy of the job application.

B. Selection

1. The most senior active eligible applicant will be selected for the opening based on their priority.

C. Training

1. The parties will mutually develop training in basic fundamentals that cover broad range of classifications.
 - a. Employees must attend all scheduled training and demonstrate comprehension of the material that satisfies a mutually developed evaluation procedure.
 - b. Employees not meeting minimum standards will be so advised and removed from that classification. The employee may resubmit an application following the period of time specified in Paragraph II.C.3. of this Local Transfer Agreement.
 - c. Upon satisfactory completion of training in basic fundamentals, the employees will receive specific on the job training in their newly assigned classifications.
2. Employees may be required to satisfactorily complete other training as the parties deem necessary.

D. Interdepartmental Transfers (Paragraph 63b of the National Agreement)

An eligible seniority employee may apply to be transferred to a primary opening in his or her classification in another department. Secondary openings will be filled in accordance with the Local Seniority Agreement, the Local Transfer Agreement, or by new hire. Employees granted interdepartmental transfers shall be precluded from transferring again under the provisions of this agreement for a period of twelve (12) months from date of their previous transfer or until they are moved out of their department by management, whichever occurs first.

E. Applicants for the following traditional classifications should have met the requirements identified to fill openings; however, other pertinent work experience will be considered.

1. MSE Job setter
Requirement: Satisfactory Grinding and/or Machining background
2. MSE Gear
Requirement: Satisfactory work experience in Gear Manufacturing
3. MSE FMS
Requirement: Satisfactory Machining Background

F. Employees will be required to certify in the following classifications after the time specified as agreed between the parties.

1. Metallizing Special
Requirement: Certification after 60 days on the job
2. Welder, (Certified)
Requirement: Certification after 90 days on the job.

3. Inspector, Magnetic & Fluorescent
Requirement: Certification after six (6) months on the job
 4. Inspector, Process X-Ray
Requirement: Certification after one (1) year on the job
 5. Inspector, N.D.T.
Requirement: Certification after fifteen (15) months on the job
 6. Inspector, Immersion Ultrasonic
Requirement: Certification after 18 months on the job
- G. None of the provisions of this Local Transfer Agreement supersede any of the provisions of the Local Seniority Agreement.
- H. In the administration of these provisions, sufficient flexibility must be allowed to permit the parties to comply with their respective and joint responsibilities with respect to equal employment opportunity policies and regulations as prescribed by the appropriate governmental agencies.
- I. Employees transferring out of the bargaining unit will have all applications on file at the time of transfer canceled. Upon returning to the bargaining unit such employees must reapply for consideration under these provisions or any other personnel moves requiring applications.
- J. This Local Transfer Agreement supersedes any and all previous Promotional Agreements and all understandings concerning the application of Paragraph (63)(a) and (63)(b) of the National Agreement.

In the event that this new transfer agreement language is determined to be ineffective, the parties will need to mutually agree to go back to the 2015 Transfer Agreement language or other agreed language.

Termination Clause

This agreement shall continue in full force and effect until terminated by either party or changed by consent of both parties. Either party may terminate this agreement by giving sixty days' notice in writing. If either party desires to modify or change the agreement, it shall, at least sixty (60) days prior to the date when it proposes that such change or modification becomes effective, give notice in writing of the proposed changes or modifications. The other party, within ten (10) days after receipt of said notice, shall either accept or reject the proposal or request a conference to negotiate the proposal.

Notice of Ratification

This agreement is subject to written notice of ratification by the Local Union to be given to Management not later than the 26th day of February 2025. After such notice of ratification is received from the Local Union by Management, this agreement will be effective as provided for herein upon approval of the International Union, UAW.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

LOCAL E.I.T. SELECTION PROCEDURE

(Paragraph 153 of the National Agreement)

The goal of the parties is to establish a strong ongoing Employee-in- Training (E.I.T.) program for all trades based on an application, selection, and training process as follows:

I. Applications for Employee-In-Training

- A. Applicants – Any employee qualifying under Paragraph (153) of that National Agreement may apply for an E.I.T. position.
- B. All Employee-In-Training applications must be submitted two (2) weeks prior to the interview date to be considered for an opening.

II. Selection Procedure

- A. Posting Vacancies – Openings will be posted thirty (30) days prior to the anticipated vacancies.

B. Qualifications

- 1. Related in-plant work experience.
- 2. Related prior experience including non-company experience.
- 3. In-plant records, as required.

C. Seniority

E.I.T. application will be reviewed in seniority order by the Manager of the area affected or his or her designated representative, the Management Skilled Trades Placement Coordinator, the UAW E.I.T. Coordinator, the Chairperson of the Shop Committee and/or the Skilled Trades committeeperson of the area in question.

D. Interview

- 1. Three (3) employees identified as candidates for the first E.I.T. opening under the above procedure will be interviewed by the Manager of the affected area or his or her designated representative, the Management Skilled Trades Placement coordinator, the UAW E.I.T.Coordinator, the Chairperson of the Shop Committee and/or the Skilled Trades committeeperson of the area in question. Thereafter, one (1) employee will be scheduled for an interview for each additional E.I.T. opening. The Skilled Trades committeeperson will be notified of the interview.
- 2. Interviews will be conducted during the employee's working hours.
- 3. Prior to being selected to an E.I.T. classification, an employee who is medically restricted will be examined by the Medical Department to determine if he or she is physically able to do the job.
- 4. During the interview process, the parties intend to fully disclose to the interviewees the nature of the work to be performed, as well as any unique features of the skilled trades assignments for which the employees are being interviewed, so that the candidates for selection may make an informed decision. Irrespective of the efforts of the parties in this regard, the occasion may arise wherein the promoted employee finds that the skilled trades assignment he or she has accepted does not represent the career opportunity he or she was seeking. In these instances, the promoted employee may, within the first thirty calendar days or less of his or her new assignment, submit an A.V.O. to his or her supervisor requesting removal from those skilled trades employee-in-training assignment. The employee will, thereafter, be returned to the classification from which he or she was transferred, seniority permitting. It is understood that an employee who is voluntarily removed in accordance with this provision will not be eligible for recall to the classification and the date of entry will be removed from the employee's record. He or she will not be eligible to reapply for that classification for a period of twelve

(12) months. Employees may also choose to opt out of their E.I.T. assignment after 30 days. From 31 to 90 days employees may choose to opt out by following the above procedure. In such cases it is understood that an employee who is voluntarily removed in accordance with this provision will not be eligible for recall to the classification and the date of entry will be removed from the employee's record. He or she will not be eligible to reapply or be considered for any E.I.T. classifications for a period of twelve (12) months from his or her date of removal.

5. In-plant records, as required, will be available during the interview.

E. Selection

After the interviews have been concluded, the Manager of the affected area or his or her designated representative, the Chairperson of the Shop Committee and /or the Skilled Trades committee person will give their input on the candidates to the Management Skilled Trades Placement Coordinator and the UAW E.I.T. coordinator, who will then select the appropriate candidate for placement in the vacancy.

III. Placement

It is agreed between the parties that Paragraph (153) of the National Agreement selections and placement will be made within thirty (30) days of the date of interview. Any exceptional circumstances will be reviewed with the Shop Committee. However, selection and placement will be made no later than forty-five (45) days from the date of interview, unless the time limits are mutually extended by the parties.

IV. Affirmative Action/

Affirmative action requirements will be identified by the facility's HRM office and provided to the interview committee members specified in II.C. above selection committee members specified to II.E. above. The requirements will be provided to the Local Union Civil Rights Committee upon request.

V. Training Requirements

- A. In order to provide the most highly skilled tradesperson possible from the Skilled Trades Employee-In-Training program at Rolls Royce Corporation, the parties agree to jointly develop a shop training schedule for each non-apprenticeable skilled trades classification in existence at this Company.
- B. The parties also agree to develop related training appropriate to each phase of the shop training schedule consisting of classroom training and practical application of this training. Where appropriate the parties may agree to recommend adoption of the 450-hour related training schedule to accommodate this combined classroom/ practical application approach to related training. It is agreed that the conditions set forth in the Rolls- Royce Corporation / UAW National Agreement applicable to E.I.T. training will apply to such training.
- C. The progress of Employees-In-Training will be reviewed on a monthly basis and an accurate record of the employee's training progress will be made by the employee's supervisor with input from the employee's trainer. The Management Skilled Trades Coordinator, the UAW E.I.T. Coordinator and the District Committee person will also monitor the employee's progress regularly to ensure that he or she is receiving all required training.
- D. Any employee entering the E.I.T. program shall be credited with the highest hours of the equalization group to which he or she is assigned.

VI. Termination Clause

This agreement shall continue in full force and effect until terminated by either party or changed by consent of both parties. Either party may terminate this agreement by giving sixty days' notice in writing. If either party desires to modify or change the agreement, it shall, at least sixty days prior to the date when it proposes that such change or modification becomes effective, give notice in writing of the proposed changes or modification. The other party, within ten days after receipt of said notice, shall either accept or reject the proposal or request a conference to negotiate the proposal.

VII. Notice of Ratification

This agreement is subject to written notice of ratification by the Local Union to be given to the Local Management not later than the 26th day of February 2025. After such notice of ratification is received from the Local Union by Management, this agreement will be effective as provided for herein upon approval of the International Union, UAW.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

LOCAL EQUALIZATION OF HOURS AGREEMENT

(Paragraph 71 of the National Agreement)

1. This agreement entered into this 26th day of February 2025, is between Rolls-Royce Corporation and Local 933, UAW and is for the purpose of establishing a procedure for the administration of Paragraph (71) of the National Agreement.
2. This agreement supersedes all prior equalization of hours agreements and supplements thereto, as well as all grievance settlements pertaining to low man agreements, cross shift augmentation agreements or coverage agreements. It is understood that no provisions of the agreement superseded or conflict with the National Agreement between Rolls-Royce Corporation and the UAW.
3. Overtime hours shall be equalized in accordance with Paragraph (71) of the National Agreement. It is understood that the hours within the respective equalization groups will be maintained in a twenty-eight (28) hour spread. Employees with 28.1 hours more than the low employee in an equalization of hours group will be considered outside the 28-hour spread.
 - a. In normal work weeks, equalization of hours group records will be maintained on a daily basis for all overtime worked Monday evening through Friday evening. A picture of the equalization of hours group record will be taken at the beginning of the regular shift on Thursday to be used for overtime hours offered on Saturday, Sunday and Monday prior to the start of the regular shift. It is understood that the Thursday picture will also apply to overtime hours offered on holidays which fall on Monday and the early overtime hours prior to the start of the regular shift on the following Tuesday.
 - b. In work weeks during which a holiday falls immediately prior to the weekend, the picture will be taken at the beginning of the shift two days prior to the holiday and be used to offer all overtime hours for the holiday weekend, including early overtime on the first workday after the holiday weekend. Absent employees willing to work scheduled holiday and weekend overtime must notify their supervisor of their intent within four hours after the start of his/ her normally scheduled start time on "picture day". Such employees must work the last scheduled day prior to the holiday in order to be eligible for the holiday and weekend overtime.
 - c. For the Christmas holiday period a picture will be taken of the equalization of hours group record at the beginning of the regular shift two workdays immediately prior to the beginning of the Christmas holiday period, which shall be used to schedule all overtime hours for the entire holiday period, including early overtime hours on the first work day following the holiday period.
 - d. Circumstances requiring skilled trades and engineering continuity of the job which is mutually agreed to between Management and the Union are excluded from this spread of hours agreement.
4. Overtime hours are not balanced among the shifts. Management will make every effort to schedule work in such a manner that hours shall be more equally divided among shifts where equalization of hours groups parallels each other across shifts. Where there is only one shift in a group and a new shift is established, it shall start at the average of the established shift. Where two shifts and a third shift is established, it shall start with the average of the two existing shifts.
5. During the month of January all hours within a classification and department (overtime group) will be zeroed out to the individual within the overtime group with the lowest number of hours and reflect the spread of the remaining employees in that overtime group.
6. During the offering of overtime, Management will not stop offering of overtime on a refusal when other employees within the same classification and department are available and eligible to be offered.
7. This procedure applies to all hourly rated employees. It will be necessary to maintain records to show the equalization of these hours which will be available in the department or mutually agreed location for inspection by the hourly rated employees of the group at all times. Records will be recorded by group.
8. Overtime records are to be maintained on a prompt and current basis; therefore, entries will be recorded at the time the overtime hours are made available and entered into the balance of hours recorded daily.

- 9. The record will show the accumulated total charged hours of each employee on a continuous basis so long as the employee remains in the group.
- 10. The record of hours worked under the provisions of this paragraph will be maintained on a continuous basis. To ensure uniform recording of hours under the terms of the Local Equalization of Hours Agreement, it will be necessary that the provided standard form, currently the DA-45 or a mutually agreed upon form, be utilized by each overtime group.
 - a. Those employees who comprise an equalization group (employees in the group engaged in similar work) shall be listed together by classification so that the record will give an accurate, clear analysis of the overtime situation. Each such equalization group will be listed separately and clearly labeled.
 - b. Employees who work overtime shall have the hours recorded on the basis of hours offered at the proper rate of pay.

Day	Overtime Hours Worked	Hours Paid	Hours Charged
Monday	2	3	3
Saturday	8	12	12
Sunday	8	16	16
Holiday	8	24	16
Powerhouse employees Holiday	8	20	20

- c. New hires assigned to any group will be charged with the highest hours of the equalization group they enter. Employees who have not acquired seniority and who are transferred will be credited with the high hours of the group to which they are assigned. Seniority employees recalled from layoff, or transferred into an established equalization group, or transferred from one shift to another, shall be credited with an average of the hours of the group that fall within the 28.1 hour spread, except employees returning to an equalization group from which they have been transferred, or laid off, less than 60 days shall be credited with the number of hours accumulated from the date of original transfer or layoff or the average hours of the group upon return, whichever is greater.
- d. An employee who enters pre-Supervisory or other training for the purpose of a non-bargaining unit position will be removed from the equalization group until such training is completed. When employees return to their equalization group from pre-Supervisory or other non-bargaining unit training, temporary Supervisor or other non-bargaining unit status, they will be credited with the high hours of the group, or the hours they had when entering pre-Supervisory or other non-bargaining unit training, whichever is higher.
- e. Employees will be charged with all overtime hours available to them in their equalization of hours group while at work. An employee absent from work at the time extra work is scheduled, and who would be routinely scheduled to work, will be charged under all circumstances and conditions. However, employees offered overtime work outside their equalization of hours group and who refuse such work, and employees contacted at home for work and who cannot report, will not be charged for such hours. Employees who are offered overtime assignments outside their respective group will be charged for hours accepted at the proper rate of pay.
- f. Employees will not be excluded from weekend overtime offered on Thursday by virtue of their absence on Thursday if they have contacted their supervision by Thursday within four hours after the start of his/ her normally scheduled start time and informed them that they are willing to work overtime on the weekend if it is available. It is understood that such employees must work on Friday to be eligible for the weekend overtime.
- g. In cases where an Indianapolis employee is at school in Marion County, the provisions of Paragraph 10.f. of this Local Equalization of Hours Agreement will apply. Paragraph 10.f. of this Local Equalization of Hours Agreement shall also apply. For the purpose of this paragraph, employees will be considered at work if they attended scheduled classes at school or report to work as scheduled on Friday. Employees attending scheduled classes outside of Marion County shall be eligible for weekend overtime if they make themselves available on Thursday per paragraph 10.f. above.

- h. Employees-In-Training in apprenticeable trades who have dates of entry prior to October 16, 1984, will continue to equalize overtime with Journeypersons and Employees-In-Training, Seniority within their respective overtime groups. Employees- In-Training in apprenticeable trades with dates of entry after October 16, 1984, will comprise separate equalization of hours groups. Journeypersons and Employees-In-Training Seniority in such trades will be afforded the first opportunity to work available overtime. If additional employees are needed, they should be obtained from Employees-In-Training and Apprentices associated with the skilled trades classification in question. Although Paragraph (71) does not apply to Apprentices, overtime should be offered to Employees-In-Training and Apprentices in a fair and equitable manner. It is understood that this does not apply to Plant 5 and Plant 8 Powerhouse employees.
11. Employees offered an opportunity to work overtime outside their home department will be allowed to work such overtime when there is mutual agreement between the two Supervisors involved. Situations where employees do not feel this arrangement is being managed in a fair manner will be brought to the attention of the appropriate Manager.
12. When an employee is loaned from his/her group to another group on the same shift, he/she shall equalize overtime during the first seven calendar days with employees in the group from which the employee is loaned. When the employee is returned to the equalization group from which he/she has been loaned, the employee shall be credited with the number of hours accumulated from the date loaned or the average hours of the group whichever is higher. After this period, the employee will equalize with the group to which he/she is loaned. If there is overtime in the group in which the employee is loaned during the first seven calendar days, borrowed employees shall be scheduled to work providing all employees in the group are scheduled and additional employees are needed. It is understood that a loaned employee who works the weekend in his/her home department does not break this seven-day cycle.
- a. An employee who is loaned from his/her group to another group on a different shift will be credited with the average of the hours of the group. When the employee is returned to the equalization group from which he/she has been loaned, the employee shall be credited with the number of hours accumulated from the date loaned or the average hours of the group whichever is higher. This provision does not apply to situations wherein employees are loaned to another shift only for weekend overtime. Such employees will continue to be charged in their original group for all hours accepted.
13. Employees designated Leader will equalize overtime in the department, shift and classification they lead.
14. Established equalization of hours groups as they exist when this Local Equalization of Hours Agreement is ratified, shall not be changed except by written agreement between the Shop Committee and Labor Relations.
15. Any changes to this Local Equalization of Hours Agreement must be negotiated between Labor Relations and the Shop Committee.
16. Local Equalization of Hours Agreement exceptions for Continuous Operators.
- a. For employees working in a necessary continuous operation, overtime shall be offered on a low man basis as outlined below.
- b. Continuous Operators are scheduled monthly for all regular hours and standard overtime. Outlined below is the process for offering extra overtime, which will be offered on a low man basis.
- c. In normal work weeks, equalization of hours group records will be maintained on a daily basis, for all overtime worked Monday evening through Friday evening. A picture of the equalization of hour's group record will be taken at the beginning of the regular shift on Thursday to be used for extra overtime hours offered on Saturday, Sunday and Monday prior to the start of the regular shift. It is understood that the Thursday picture will also apply to extra overtime hours offered on holidays which fall on Monday and the early overtime hours prior to the start of the regular shift on the following Tuesday. If this extra overtime becomes available Monday through Friday's end of shift, employees on the shift where the overtime is available must be asked in low man order. If this extra overtime becomes available after Friday's end of shift through start of shift on Monday due to work scope increase, employees not scheduled on the shift where this extra overtime becomes available will be asked in low man order. If this extra overtime becomes available after Friday's end of shift through start of shift on Monday due to absenteeism, employees scheduled and/or present from other shifts will be asked in low man order.

- d. Employees will not be excluded from extra weekend overtime offered on Thursday by virtue of their absence on Thursday if they have contacted their supervision by Thursday within four hours of his/her normally scheduled start time and informed them that they are willing to work extra overtime on the weekend if it is available. It is understood that such employees must work on Friday to be eligible for the extra weekend overtime.
- e. In work weeks during which a holiday falls immediately prior to the weekend, the picture will be taken at the beginning of the shift two days prior to the holiday and be used to offer all extra overtime hours for the holiday weekend, including early overtime on the first workday after the holiday weekend. If this extra overtime becomes available Monday through Friday's end of shift, employees on the shift where the overtime is available must be asked in low man order. If this extra overtime becomes available after Friday's end of shift through start of shift on Monday due to work scope increase, employees not scheduled on the shift where this extra overtime becomes available will be asked in low man order. If this extra overtime becomes available after Friday's end of shift through start of shift on Monday due to absenteeism, employees scheduled and/or present from other shifts will be asked in low man order. Absent employees willing to work extra holiday and extra weekend overtime must have contacted their supervision by "picture day" within four hours of his/her normally scheduled start time and informed them that they are willing to work extra overtime on the weekend if it is available. It is understood that such employees must work on last day prior to the holiday to be eligible for the extra weekend overtime.
- f. If overtime is turned down by employees as asked above, the low employee at work will be mandated to work the overtime.
- g. Any issue that may arise from this paragraph will be referred to Labor Relations and the appropriate Shop Committee member.

17. Union Committeepersons:

- a. Hours worked by Union Committeepersons under Paragraph (21) should not be included on the overtime chart maintained for Paragraph (71).
- b. Hours worked or refused by a Committeeperson under Paragraph (21) should be maintained as a matter of record but not on the Paragraph (71) overtime chart.
- c. At such time as an employee ceases to function as a Union Committeeperson, the employee should be credited with an average of the overtime hours worked by the group as of the date the employee ceases to function as a Committeeperson except, in those instances where an employee has functioned as a Committeeperson for less than 60 days the employee shall be charged for all overtime hours worked during this period of time.

18. Mandatory Overtime

Refer to National Agreement Paragraph 71a and 71b.

19. Termination Clause

This agreement shall continue in full force and effect until terminated by either party or changed by consent of both parties. Either party may terminate this agreement by giving sixty days' notice in writing. If either party desires to modify or change the agreement, it shall at least sixty (60) days prior to the date when it proposes that such change or modification becomes effective, give notice in writing of the proposed changes or modifications. The other party, within ten (10) days after receipt of said notice, shall either accept or reject the proposal or request a conference to negotiate the proposal.

20. Notice of Ratification

This agreement is subject to written notice of ratification by the Local Union to be given to the Local Management not later than the 26th day of February 2025. After such notice of ratification is received from the Local Union by Management, this agreement will be effective as provided for herein upon approval of the International Union, UAW.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

LOCAL SHIFT PREFERENCE AGREEMENT

(Paragraph 75 of the National Agreement)

This agreement entered into this 26th day of February 2025 is between Rolls-Royce Corporation and Local 933, UAW.

This agreement is for the purpose of establishing a procedure for allowing seniority employees to indicate their preference as to which shift they would prefer working, as provided for in Paragraph (75) of that National Agreement.

I. New Employees

New employees may be hired for the afternoon shift where three shifts exist. Such employees may be placed in vacancies on any shift for training purposes for such time as may be necessary for them to meet the requirements of the job and until such time as the efficiency of the operation will not be impaired by their transfer. In order to permit proper training and evaluation of new employees during their probationary period, the parties agree that employees who have not acquired seniority may not be bumped until such time as their name has been placed on the seniority list, as provided in Paragraphs (56), (57) and (58) of the National Agreement. The above provisions will not be applicable to skilled trades employees who are hired as journeymen in accordance with Paragraph (178) of the National Agreement.

II. Seniority Employees

A Any active employee having seniority who is desirous of changing shifts may make application to management electronically for a transfer to the shift the employee prefers. If, after having made application, an employee from that shift and classification within the department in question is willing to trades shifts, both employees will be transferred to the shift of their choice and the time limits specified in Paragraph II.A.3. of this Local Shift Preference Agreement below will apply. Failing that, the employee located at Single Crystal Operation or Compressor Banded Stators may be placed in an opening in the employee's classification and plant on the preferred shift. The employee located at Victory, Performance or Excellence building may be placed in an opening in the employee's classification between Victory, Performance or Excellence building on the preferred shift. In the event there is more than one application for the same job, applications will be handled in the order of the applicant's seniority, subject to the following conditions:

1. An applicant must be fully qualified, with normal instructions, to perform satisfactorily the job of the youngest employee in the classification on the shift for which the employee is applying in the employee's shift preference group.
2. Transfers will be made only from one job classification on one shift to the same job classification on another shift.
3. Employees who are granted transfers (upon application) to a preferred shift, cannot make further shift preference transfers within a period of three months from such transfer. Applications submitted by employees two weeks prior to the expiration of the three-month time period, as specified herein, will be processed for transfer under the terms of this agreement.
4. The classification or shift of employees will not be changed to circumvent the application of the shift preference agreement. Additionally, the temporary assignment of employees will be done only in the interest of maintaining the efficiency of the operation.

5. who are to be granted transfers as provided in Paragraph II. of this Local Shift Preference Agreement above will be assigned to the new shift on the second Monday of the month, based on the picture day of the prior Monday. The employees must have properly submitted their written request, as required above, at least two weeks prior to the effective date of the transfer. If the Monday on which the application is to be submitted is a holiday, the application may be submitted on Tuesday. If the Monday of the transfer is a holiday, the transfer will become effective on Tuesday.
 - a. Employees who have submitted a request to transfer to a new shift may cancel their request by doing so electronically to the Personnel Department of the appropriate party who is processing shift preference requests at least two weeks prior to the effective date of the transfer. If the Monday on which the cancellation is to be submitted is a holiday, the cancellation may be submitted on Tuesday.
 6. An employee transferred to another shift by Management for any reason, except Temporary Transfers, may submit a request for a special shift preference transfer within the first five working days of the assignment. Thereafter, the employee will either be returned to his or her original shift or be granted the special shift preference transfer within two pay periods.
 - a. The Monday following the submission of a special shift preference will be used as the picture day for special shift preferences.
- B. Employees may file one (1) application with the Personnel Department designating their permanent shift preference. Applications or cancellations must be received by the end of the normal business hours on Friday and become effective Monday. If an employee is transferred under the provisions of the Local Seniority or Local Transfer Agreements, except for transfers in accordance with Paragraph I.D. (interdepartmental transfers) of the Local Transfer Agreement or is transferred to a new classification during a workforce adjustment the employee's permanent shift preference will be honored, seniority permitting in the classification to which the employee is being transferred.
- C. When skilled trades employees exercise shift preference under the conditions outlined in Paragraphs II.A.1. through 6. of this Local Shift Preference Agreement above, the recognized skilled trades classification seniority shall be used to determine eligibility for transfer except as provided herein. When two or more employees have the same skilled trades seniority, the employee with the longest plant wide seniority shall be given preference. Journeymen and E.I.T.S. shall be considered for shift preference purposes. All other skilled trades employees shall exercise shift preference in their respective skilled trades seniority status.
- D. In those instances where the addition or deletion of departments involving the rights of Bargaining Unit employees under the shift preference agreement are involved, the effect upon those rights will be negotiated between Management and the Shop Committee.
- E. Employees designated Leader will be subject to shift preference bumps within the classification they are leading on a plant wide basis. Once a Leader leaves their current equalization of hours group, he or she will lose their Leader status unless they are bumped by another Leader in the same department.
- III. Temporary Transfers
- A. It is understood that in emergencies caused by absenteeism, expansion or contraction of the number of shifts or the size of shifts, or any major change in the product to be manufactured, shortage of materials, etc., temporary transfers may be made as may be desired by Management without regard to seniority or shift preference. [For the purpose of this Agreement, such temporary transfers shall not be for a period in excess of fourteen (14) days unless a longer period is mutually agreed upon between Management and appropriate Shop Committee person. An employee who is transferred under the provisions of this Agreement for a period of fourteen (14) days will be notified in writing stating the reason for such move and will not be again reassigned in the manner for a period of thirty (30) days from the conclusion of the previous agreement, unless mutually agreed to between Management and the appropriate Shop Committee person. It is understood that "temporary transfers," as referred to in this agreement on shift preference, shall only apply to this agreement.]
- B. Employees of tool, die and maintenance departments may be required to work on any shift to which it may be necessary to assign them during periods of new program start up, retooling or reconversion.

- C. It is understood that in its application, this Local Shift Preference Agreement “must have sufficient flexibility to give full protection to efficiency of operation under all circumstances and conditions.”

IV. Termination Clause

This agreement shall continue in full force and effect until terminated by either party or changed by consent of both parties. Either party may terminate this agreement by giving sixty days' notice in writing. If either party desires to modify or change the agreement, it shall, at least sixty (60) days prior to the date when it proposes that such change or modification becomes effective, give notice in writing of the proposed changes or modification. The other party, within ten (10) days after receipt of said notice, shall either accept or reject the proposal or request a conference to negotiate the proposal.

V. Notice of Ratification

This agreement is subject to written notice of ratification by the Local Union to be given to the Management not later than the 26th day of February 2025. After such notice of ratification is received from the Local Union by Management, this agreement will be effective as provided for herein upon approval of the International Union, UAW.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

LOCAL WAGE AGREEMENT

(Paragraph 100 of the National Agreement)

1. This agreement entered into this 26th day of February 2025, is between Rolls-Royce Corporation and Local 933, UAW.
2. It is understood that this agreement includes the Job Classifications, Wage Rates and Progression Schedule attached hereto and constitutes full and complete compliance with the wage provisions of the National Agreement dated February 26, 2020, between Rolls-Royce Corporation and the International Union, UAW and shall continue in full force and effect for the duration of the National Agreement dated February 26, 2025, between Rolls-Royce Corporation and the International Union, UAW.
3. This agreement supersedes all prior wage agreements and supplements thereto and shall become effective February 26, 2025, subject to the approval of the International Union, UAW.

4. New Hires

- a. New Employees who do not hold a seniority date in any Company plant shall be hired and progressed to the maximum rate of their job classification in accordance with Paragraph (98) of the National Agreement.
- b. Journeypersons hired for skilled trades classification shall be hired at a rate which is in accordance with Paragraph (181c) of the National Agreement

5. Transfers

An employee who has not reached the maximum rate of his or her classification will be transferred with a rate commensurate with the provisions of Paragraph (98) of the National Agreement and shall be given credit for the time spent in his or her original classification toward attaining the job rate in the new classification.

6. Transfer Rates

In cases where an employee who has reached the maximum rate of his or her classification is transferred from a lower rate to a higher rate classification, he or she shall be advanced to the new job rate on the date of transfer.

- a. In cases where such an employee is transferred from a higher rate to a lower rate classification, he or she shall be reduced to the job rate of his or her new classification on the date of transfer.
- b. In cases where such an employee is transferred from one job classification to another where the pay is the same, there shall be no change in rate.

7. Skilled Trades Classifications

- a. Wage rules which apply to skilled trades classifications will be handled under the applicable paragraphs of the National Agreement.
- b. Wage rules which apply to apprentices will be handled in accordance with apprentice and employee-in-training rate schedule (Par181d) of the National Agreement.
- c. Wage increases to employees-in-training, in accordance with apprentice and employee-in-training rate schedule (Par181d) of the National Agreement, shall be effective on the Monday preceding the day on which the sixty (60) day period expires. Effective Date of Automatic Increase

8. Effective Date of Automatic Increase

The effective date of automatic increase will be handled in accordance with Paragraph (98) of the National Agreement.

9. Leave of Absence

In the application of the above, employees granted a Leave of Absence while still earning less than the rate of their classification shall upon reinstatement receive credit for the time spent from the date of the last increase to the starting time of the Leave of Absence toward establishing the due date for the next automatic increase. Employees on approved military leave shall receive full credit towards pay progression for time spent on leave.

10. Recall

- a. An employee recalled to the same classification of work after a seniority layoff, or advanced to a classification on which he or she previously worked, shall receive the rate he or she was receiving when he or she was laid off demoted without loss of time on the progression schedule.
- b. An employee recalled from seniority layoff to a classification having a job rate equal to or lower than the job rate of his or her original classification shall receive the rate he or she held on his or her original classification or the job rate of the classification to which he or she is recalled, whichever is lower.
- c. An employee recalled from seniority layoff to a classification having a job rate higher than the job rate of his or her original classification, shall receive the rate he or she held on his or her original classification or the hiring rate of the classification to which he or she is recalled, whichever is greater.

11. General Provisions

- a. When an employee is temporarily assigned to a higher rated production job on any given day, he or she will be compensated at the higher rate for all hours worked on that day, provided he or she works on such higher rate job for one (1) hour or more.
- b. Employees temporarily assigned to higher rated skilled trades jobs will be compensated at the journey person's rate only for those hours they perform skilled trades work. Before any employee is paid on the basis of the above language, approval must be obtained from the appropriate Manager.
- c. In the administration of filling in for absenteeism, while employees having seniority recall rights are reduced from the classification, it is understood that when an opening is filled it will be filled under the appropriate agreement. Fill-in for employees on vacation is exempted from the above provisions. Problems brought to Management's attention will be corrected within thirty (30) calendar days.
- d. The maximum rate for Leaders appointed to any classification shall be a rate ten (10) cents over the highest rated classification he or she is leading except for the rate differential accruing due to the application of improvement factor percentages.

12. Termination Clause

This agreement shall continue in full force and effect until terminated by either party or changed by consent of both parties. Either party may terminate this agreement by giving sixty days' notice in writing. If either party desires to modify or change the agreement, it shall, at least (60) days prior to the date when it proposes that such change or modification becomes effective, give notice in writing of the proposed changes or modifications. The other party, within ten (10) days after receipt of said notice, shall either accept or reject the proposal or request a conference to negotiate the proposal.

13. Notification of Ratification

This agreement is subject to written notice of ratification by the Local Union to be given to Management not later than the 28th day of February 2020. After such notice of ratification is received from the Local Union by Management, this agreement will be effective as provided for herein upon approval of the International Union, UAW.

Appendix A
Hourly Job Classification and Wage Rate Schedules
Production - 2025 thru February 2030

Legacy=Hired Before September 18, 2006/ Tier 2=Hired after September 18, 2006
Tier 4= Hired after March 1,2015

PRODUCTION						
	LEGACY		TIER 2		TIER 4	
	GWI	Wage Rates	GWI	Wage Rates	GWI	Wage Rates
Current:	-	\$42.00	-	\$40.21	-	\$27.58
Year 1 (starting 2/27/2025)	2.0%	\$42.84	6.5%	\$42.84	12.0%	\$30.89
Year 2 (starting 2/27/2026)	2.0%	\$43.70	2.0%	\$43.70	9.0%	\$33.67
Year 3 (starting 2/27/2027)	2.0%	\$44.57	2.0%	\$44.57	9.0%	\$36.70
Year 4 (starting 2/27/2028)	2.0%	\$45.46	2.0%	\$45.46	9.0%	\$40.00
Year 5 (starting 2/27/2029)	2.0%	\$46.37	2.0%	\$46.37	15.9%	\$46.37
Total Compounded Increase:	10.4%	+\$4.37	15.3%	+\$6.16	68.1%	+\$18.79

Skill Trades Rate - March 2025 thru February 2030 New Rates Effective During the First Pay Period in March

SKILLED TRADES						
	LEGACY		TIER 2		TIER 4	
	GWI	Wage Rates	GWI	Wage Rates	GWI	Wage Rates
Current:	-	\$45.40	-	\$44.04	-	\$31.41
Year 1 (starting 2/27/2025)	2.0%	\$46.31	5.1%	\$46.31	12.0%	\$35.18
Year 2 (starting 2/27/2026)	2.0%	\$47.23	2.0%	\$47.23	8.0%	\$37.99
Year 3 (starting 2/27/2027)	2.0%	\$48.18	2.0%	\$48.18	8.0%	\$41.03
Year 4 (starting 2/27/2028)	2.0%	\$49.14	2.0%	\$49.14	8.0%	\$44.32
Year 5 (starting 2/27/2029)	2.0%	\$50.13	2.0%	\$50.13	13.1%	\$50.13
Total Compounded Increase:	10.4%	+\$4.73	13.8%	+\$6.09	59.6%	+\$18.72

**Hourly Job Classification and Wage Rate Schedules
Production Support - 2025 thru February 2030**

PRODUCTION SUPPORT								
	LEGACY		TIER 2			TIER 4		
	Lump Sum	Wage Rates	Lump Sum	GWI	Wage Rates	Lump Sum	GWI	Wage Rates
Current:	-	\$40.74	-	-	\$33.49	-	-	\$20.86
Year 1 (starting 2/27/2025)	\$2,000	\$40.74	-	21.6%	\$40.74	-	45.0%	\$30.25
Year 2 (starting 2/27/2026)	\$2,000	\$40.74	\$2,000	-	\$40.74	\$2,000	7.0%	\$32.36
Year 3 (starting 2/27/2027)	\$2,000	\$40.74	\$2,000	-	\$40.74	\$2,000	7.0%	\$34.63
Year 4 (starting 2/27/2028)	\$2,000	\$40.74	\$2,000	-	\$40.74	\$2,000	7.0%	\$37.05
Year 5 (starting 2/27/2029)	\$2,000	\$40.74	\$2,000	-	\$40.74	\$2,000	9.9%	\$40.74
Total Compounded Increase:	-	-	-	21.6%	+\$7.25	-	95.3%	+\$19.88

NEW HIRE PROGRESSION STARTING IN YEAR 3 (STARTING 2/27/2027)				
Seniority	% of Top Rate	Production	Skilled Trades	Production Support
Upon Hire	70%	\$32.46	\$35.09	\$28.52
Start of 2nd Year	80%	\$37.10	\$40.10	\$32.59
Start of 3rd Year	90%	\$41.73	\$45.11	\$36.67
Start of 4th Year	100%	\$46.37	\$50.13	\$40.74

APPENDIX B

2025 Apprentice Rate Schedule (916 Hours Per Period)

1st	6 mos.	6 mos.	6 mos.	6 mos.	6 mos.	6 mos.	6 mos.	Grad.
80%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
28.14	28.85	29.57	30.30	31.07	31.84	32.64	33.46	35.18

2026 Apprentice Rate Schedule (916 Hours Per Period)

1st	2nd	3rd	4th	5 th	6th	7th	8th	Grad.
80%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
30.39	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.99

2027 Apprentice Rate Schedule (916 Hours Per Period) with Progression

1st	2nd	3rd	4th	5 th	6th	7th	8 th	Grad.
80%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
22.97	23.55	26.49	27.15	30.54	31.30	35.22	36.12	41.03

2028 Apprentice Rate Schedule (916 Hours Per Period) with Progression

1st	2nd	3rd	4th	5th	6th	7th	8 th	Grad.
80%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
24.82	25.44	28.62	29.34	33.00	33.83	42.01	43.15	44.32

2029 Apprentice Rate Schedule (916 Hours Per Period) with Progression

1st	2nd	3rd.	4th	5th	6th	7th	8 th	Grad.
80%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
28.07	28.77	33.70	34.54	39.83	40.83	46.50	47.67	50.13

Logic – By end of contract – 2029 the agreed ending wage of \$50.13 is achieved. Start of program reduces ending wage by 80% per apprentice language, then interval increases are awarded to achieve end of program wage.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

WAGE GROUPS AND JOB CLASSIFICATIONS AGREEMENT

1. A bargaining unit employee's job will fall into one (1) of five (5) wage groups or one (1) of three (3) unique stand-alone job classifications as listed below:
 - a. Wage Groups
 - Production Worker
 - Inspection
 - Support
 - Skilled Trades
 - NDT
 - b. Stand-Alone Job Classifications
 - Tractor Trailer
 - Certified Welder
 - Custodial Services

2. During these negotiations, the parties recognized that over a period of time **Production Worker** wage group and **Certified Welder** will begin to assume certain duties currently performed by hourly support personnel and/or salaried employees. Some of the functions MSE cell operators will eventually assume include:

- a. Setting up and operating numerically controlled and conventional machines and special processes directly associated with the cell.
- b. Accepting sign-off responsibility for the quality of the parts they are producing either on an in-process basis or on a final inspection basis.
- c. Controlling the cell inventory, including movement of parts and material within and between the cells comprising a business unit using an appropriate conveyance device, tracking inventory and work in progress (WIP), establishing schedules and establishing and maintaining control boards. Such operator assignments will not preclude the assignment of employees classified as Production Support to a particular business unit where the geographical location of the various business unit cells makes such an assignment more appropriate or the particular work flow necessitates such an assignment.

Practices in place regarding the movement of material between business units and Heat Treat / Plating (T&S) will continue as in effect prior to these negotiations.

- d. Performing routine preventative maintenance and lubrication of machinery during normal operations.
- e. Training other operators.
- f. Maintaining and dispersing supplies of perishable tooling and other work-related supplies within the business unit.
- g. Maintaining a clean and orderly work area.

The parties recognize that this transition will occur over a period of time and that ultimately groups of employees currently performing these support duties in a traditional manner will be transitioned to production positions within future cells.

An employee will perform any and all of the above-listed individual functions (1 through 7, above) upon completion of relevant training.

3. Responsibilities and associated functions that are within the **Production Worker** wage group include the following job classifications:

- a. MSE EDM
 - b. MSE FMS
 - c. MSE Gear
 - d. MSE Heat Treat
 - e. MSE Heat Treat Coating
 - f. MSE Job setter
 - g. MSE General Machining
 - h. MSE Pour Up
 - i. MSE Grinder
 - j. MSE Grinder Assembly
 - k. MSE Welder
 - l. MSE Turning
 - m. MSE Casting Producer Quality Operator- SCO
 - n. MSE Furnace Operator – SCO
 - o. MSE Broach
 - p. MSE Coach
4. The **Inspection** wage group will include all functions, excluding NDT that have a responsibility for providing quality inspection support and/or services.
5. Responsibilities and associated functions that are within the **Inspection** wage group include the following job classifications:
- a. M, B & F
 - b. Assembly Inspection
 - c. Special Processes

Consistent with Section 2. Item b. it is understood that over time, certain duties of the Inspection group will be assumed by the Production Worker group.

6. The **Support** wage group will include all functions that have a responsibility for providing support and/or services.
- Responsibilities and associated functions that are within the **Support** wage group include the following job classifications (reference Letter 25 in the 2015 National Agreement):
- a. Production Support
 - b. Store Attendant
 - c. Fluids Support
 - d. Truck Driver, Outside

Consistent with Section 2. Items c. and d. it is understood that over time, certain duties of the Support group will be assumed by the Production Worker group.

7. The **Skilled Trades** wage group will include all skilled trades classifications, as agreed to during these negotiations. Each skilled trades classification will operate under the **Skilled Trades Clarification and Redefinition** language, as outlined in the Skilled Trades Supplement.
8. The **NDT** wage group will include all functions that have a responsibility for providing Non-Destructive Testing functions.
- Responsibilities and associated functions that are within the **NDT** wage group include the following job classifications:
- a. Inspection Immersion Ultrasonic
 - b. Inspection Mag. & Fluor.
 - c. Inspection NDT
 - d. Inspection X-Ray
 - e. Inspector, NDT- SCO Certified

Employees within the above classifications will be required to obtain and hold the appropriate certification(s) required for their area of assignment. Incremental wage increases will be paid in accordance with Local Demand Settlement 265.

9. The **Tractor Trailer** job classification will include all functions that have a responsibility for providing local outside transportation services.

Responsibilities and associated functions that are within the **Tractor Trailer** job classification include the following job classification:

- a. Truck Driver, Outside T&T

Employees within the above classification will be required to obtain and hold a CDL certification.

10. The **Certified Welder** job classification will include all functions that have a responsibility for providing support and/or services to the Production Worker wage group.

Responsibilities and associated functions that are within the **Certified Welder** wage group include the following job classification:

- a. MSE Certified Welder

Employees within the above classification will be required to obtain and hold the appropriate certification(s), consistent with the Local Transfer Agreement.

Appendix A - Wage Groups and Job Classifications

The following are the job classifications for the 2020 Local Agreement as agreed by the parties.

This Appendix has been prepared to provide a visual depiction of the merged Job Classifications.

Wage Group

Job Classifications

- 2020 Agreement Classifications

Production Worker

401 MSE EDM

- 219 EDM Operator
- 220 MSE EDM
- 419 NC Mach – Spec Proc / EDM

402 MSE FMS

- 227 MSE FMS
- 442 MSE PMS

403 MSE Gear

- 234 Gear Op Prod
- 237 Gear Mach Bevel
- 240 MSE Gear

404 MSE General Machining

- 110 MSE General Assembly
- 120 MSE Assembly (Production Spin and Balance work)
- 138 Assembly Skilled
- 140 Assembler Sub-Aircraft
- 206 Deburr Mach General
- 278 Hydraulic Press
- 356 Lab Mach Set-Up
- 389 Machining General
- 390 MSE Gen Machining
- 452 Roll-Mill
- 454 Salvage Rework

405 MSE Grinder

- 249 Grin Op Prod
- 254 Grind Prod Sheffield
- 258 Grind Spec Auto
- 260 MSE Grind
- 261 MSE GSA S/U

406 MSE Heat Treat

- 270 H/T Control Person
- 272 H/T Furnace Operator
- 275 MSE H/T Furnace

407 MSE Heat Treat Coating

- 196 Converter person (foundry)
- 400 Metallizing Spec
- 423 Painter Spray Prod
- 430 MSE H/T Coating
- 433 Plater

408 MSE Job setter

- 350 Job setter
- 360 MSE Job setter

409 MSE Pour Up

- 228 Furnace Op, Braze Alloy
- 380 MSE Pour Up
- 474 TB&A Qualifier

410 MSE Turning

- 367 Lathe Spec Auto
- 368 LVAT
- 370 MSE Turning

411 MSE Weld

- 420 NC Mach – Spec Prod Weld
- 546 MSE Weld Gen
- 539 MSE Weld Laser

412 MSE Casting Producer Quality Operator- SCO

- 131 Assembler, Wax- SCO
- 291 Inspector, NDT- SCO

413 MSE Furnace Operator – SCO

- 194 Casting Producer Quality Operator- SCO

435 MSE Assembly Grinder

444 MSE Broach

- 404 MSE Machine General

450 MSE Coach

Inspection

201 Inspection Assembly/Test

- 280 Insp Elect. Components
- 284 Insp Eng. Assembly

202 Inspection M, B & F

- 307 Insp MB&F
- 317 Insp Rec & Salvage

203 Inspection Special Processes

- 301 Insp Proc H/T
- 309 Insp Proc Weld

Support

605 Production Support (reference Letter 25 in the 2015 National Agreement)

601 Fluid Support

- 146 Attendant Fuel Systems
- 148 Attendant Oil Stores
- 416 Oiler

602 Production Support

- 209 Finish Stores
- 340 Inventory Controller

603 Store Attendant

- 150 Attendant Tool Stores
- 201 Attendant Salvage
- 203 Crib Attendant

604 Truck Driver, Outside

- 525 Truck Driver, Outside

NDT

301 Inspection Immersion Ultra.

- 290 Insp Immersion Ultra.

302 Inspection Mag & Fluor

- 294 Insp Mag. & Fluor.

303 Inspection NDT

- 295 Insp NDT

304 Inspection X-Ray

- 311 Insp X-Ray

305 Inspector, NDT- SCO Certified

- 291 Inspector, NDT- SCO- Level II certified

Tractor Trailer

701 Tractor Trailer

- 527 Truck Driver, Outside T&T

Certified Welder

101 MSE Certified Welder

- 545 MSE Weld Certified

Skilled Trades

- 501 Auto, T&T Repair Mechanic**
 - 502 Blade &Vane Maker**
 - 503 Carpenter**
 - 504 Cutter Grind**
 - 505 Electrician**
 - 336 Instrument Repair Electrical
 - 223 Electrician
 - 506 E.A.T. M. (Assembly)**
 - 526 E.A.T. M. (Test)**
 - 507 Hardener**
 - 508 Inspection Final Surface Plate**
 - 509 Inspector, Parts**
 - 510 Inspector, TDFG**
 - 511 Machine Repair**
 - 339 Instrument Repair – Mechanical
 - 387 Mach Repair Equipment Builder
 - 512 Millwright**
 - 513 Model Duplicator-Plastic**
 - 514 Pipefitter**
 - 516 Sheet Metal**
 - 517 Stationary Engineer P/H**
 - 518 Tinsmith**
 - 519 Tool & Die Maker**
 - 520 Wastewater Operator/Maintenance**
 - 521 Welder, Maintenance**
 - 522 Welder, Rack Making and Repair**
 - 523 Welder, Tool & Die**
 - 524 Welder, Tool & Die Certified**
-

Administration

Training Requirements – During these negotiations, both parties have recognized the importance of improving the operational effectiveness of RRC through training. The parties have recommitted themselves to continue the enhancements of employee skills.

- a. The amount of flexibility required by an individual within a given classification will be determined by business need at the cell/ departmental level. This will determine individual training needs.
- b. For new employees entering the MSE Heat Treat job classification, it is understood they will not be required to perform furnace control duties until they have received appropriate training and been recognized by management as being qualified to perform such duties.

TRANSITION OF ENGINE ASSEMBLY AND TEST DUTIES

MEMORANDUM OF UNDERSTANDING

February 26, 2020-

Amendment 1

July 26, 2022

In order to facilitate a smooth transition of engine assembly and test duties into a new skilled trades classification, the following transition plan is agreed to between Management and the Union:

1. EATM classification will include current ATM and EATM with defined OT groups. The classification will be populated in the following order:
 - a. Current Inspection employees working in Assembly will have priority to flow into the Apprenticeship Program, will be placed into an EATM classification:
 - a) Within 30 days with a J date of 2/26/2020
 - b) Will be given 30 days to decide if they wish to transition to the EATM classification.
 - c) Employees not wanting to transition to the EATM classification will flow through the 63B process.
 - b. In-house Journeyman
 - c. In the event of a Skilled Trades reduction or Skilled Trades are laid off or reduced, Management will follow the same guidelines in the Machine Repair Capacity agreement (insert table 1) and follow the school path as defined in Section 4
 - d. The apprenticeship list and will follow the school path as defined in section 4
 - e. Management will hire externally considering anyone with an A&P license a certified journeyman in the trade
 - f. Initial population will include the training of 15 apprentices and an anticipated 11 inspectors to be completed by the end of this agreement. It is also anticipated that 6-10 Journeyman will be hired. All future additions will follow a 2:1 ratio (apprentices to journeyman) **(For 2025-2030 contract years See Amendment 2 below)**
2. Test (0870) will become a single overtime group.
 - a. Powerplant (P) license is required to work on plant 8 experimental assembly floor.
3. All future EATMs entering the trade will be required to possess a P license as described by FAA.
 - a. Management desires but will not require that all current EATMs possess a P license as described by FAA and will follow the wage schedule as outlined per below.
 - b. The current EIT and Inspection employees who do not desire or who have not been scheduled yet to take the apprenticeship school program listed below (section 4) can earn legacy wages as outlined in below (section 5). The qualifications for this are as follows:
 - I. Three years on the job training starting 2/26/2020
 - II. Demonstrate capability in the trade
 - III. Have successfully been scoped on one or more jobs
4. Apprentice school program
 - a. Classes provided M-F Day shift at a qualified local University as a work assignment
 - b. Apprentice class rules and regulations will be followed as agreed by the apprentice committee
 - c. When employees are not at a scheduled class M-F (e.g. Spring Break, Fall Break, etc.) they are expected to come to work on Day shift
 - d. Employees in this apprenticeship class will be eligible for overtime in their assigned overtime group
 - e. Employees who have signed up to take the apprentice school program will remain on the list until scheduling meets business affordability and capacity
5. Wages
 - a. Current employees transitioning to the EATM classification will assume legacy wages per the local wage agreement upon ratification of the agreement
 - b. Apprentices coming into the trade will follow Paragraph 181(d)
 - c. Internal Journeyman transferring to the EATM classification will carry their current wage structure
 - d. All new Journeyman will be covered under Paragraph 98
 - e. EIT and inspection employees will transition to legacy wages when the requirements in section (3.b.) above have been met.
6. Inspector, Engine Assembly and Salaried Inspectors (related to engine build) duties will be performed by the EATM classification.

Amendment 2 (Added Language From Management)
February 26, 2025

1. EATM

- f. Contract Years 2025-2030 will include the training of 5 apprentices. It is also anticipated that 5–10 Journeyman will be hired. All future additions will follow a 2:1 ratio (apprentices to journeyman) when possible, with in-house employees on the EATM Apprentice List.
- g. Current MSE Grinder employees working in Assembly will have priority to flow into the Assembly Grind Classification. They will be given 30 days to decide if they wish to transition to the Assembly Grind classification.
 Employees not wanting to transition to the Assembly Grind classification will flow through the 63B process.

2. Test (0870) will become a single overtime group in the EATM(T) test classification.

- a. Powerplant (P) license is required to work on plant 8 experimental assembly floor.
- b. The CDC will become its own overtime group.

7. Development work on the test stand / Experimental Assembly

- a. All engine hardware removal and replacement on a test stand for production or experimental testing will be performed by EATM(T).
- b. All engine hardware removal and replacement on the experimental assembly floor will be performed by EATM(A).
- c. Instrumentation for Production Test will be placed by EATM
- d. Instrumentation for Development Test will be placed by Engineering

8. Balancing in Development Assembly

- a. Any experimental balance job will be performed by engineering working toward a standard for routine use
- b. Once a product enters LRIP (Low-Rate Initial Production) or Production, then balance jobs should be documented and considered routine
- c. All current routine Balance jobs will be documented in procedures by the end of 2025
- d. Starting in January 2026, all routine balance jobs will be performed by EATM Assembly

**FUTURE OF TEST STAND AND EXPERIMENTAL ASSEMBLY
MEMORANDUM OF UNDERSTANDING
February 26, 2020**

Test Stand Investment

1. The following Experimental test types will need to be sourced through the supply chain and university partners going forward.
 - a. M250 and RR300 ingestion testing or test stand modification above current capability
 - b. Combustion subsystem testing (Building 82) at the end of its life cycle
2. Test cells will continue to transition into flexible test cells where both production and development tests are performed. The staffing of these test cells will be in accordance with the work being performed (e.g. production tests will be performed with standard procedures with a minimum of 2 UAW operators, development tests will be performed with an experimental run memo and a minimum of one UAW operator and one salaried technician).

Test Stand Up and Care

1. Production Test Stand changeover – model to model changeovers on flexible cells will be performed by the Test Stand Mechanic.
 - a. Test Stand changeovers: Test Stand Mechanics will perform non-complex permanent setups only.
 - i. Changeover items and equipment are usually considered to only occur between the air plenum to exhaust.
 - ii. These installs are considered routine and will be typically described within the test mechanic instruction documents (OI, AI, run memo)
 - iii. Any install requiring facility modification or complex lift are not included in this language and will be agreed to jointly by exceptional basis only. If agreed, these install items will then be described in the test mechanics work instruction documents for clarity (OI, AI, run memo).
 - b. Fluid delivery: The 605 classification will continue to deliver fluid and oils to the appropriate holding areas within the test stand aisle. Test Mechanics will be responsible for fluid delivery from the holding area to point of use within the test aisle or stand. Test Mechanics will perform routine lubrication during normal working operations. Fluid holding area locations will be mutually agreed to by the shop committee and management.
 - i. Other preventative care fluid “exchanges” are considered to be the work of the trades who service and repair that equipment (Machine Repair, Pipefitter, HVAC, etc.).
 1. Oil filters: remain the responsibility of the appropriate trade.
 - c. Movement of Engines:
 - i. Plant 8 (Excellence Building)
 1. EATMs will transport engines on dollies to and from test cells to the developmental assembly floor and/or dock. EATMs will also can and un-can their engines as is the current practice.
 2. 605 will transport all engines in a can at all times.
 - ii. Plant 5 (Performance Building)
 1. EATMs will transport engines, sub-assemblies, and components on dollies within their workspace. The workspace is defined as internal transport within Assembly and Test (does not include transport to and from the dock).
 2. 605 will transport all engines in a can and kits to and from the dock at all times. The 605 will also pick up a finished engine from the CDC and transport it back to the dock.
2. The parties acknowledge that development and production test cells are beginning to co-mingle. A committee will be established to gather information and create an MOU that considers the following items:
 - a. Test Stand Calibrations
 - b. Responsibilities of Electricians and Salary Technicians in relation to test cells

It is anticipated that a new MOU will be agreed by April 2021.

Low TRL Work

1. All combined machine shop work will now be directed toward the tool room or machine repair using the Service Order Slip (SOS) or MXU process.
2. All low Technology Readiness Level (TRL) work (TRL stages <= TRL 6) will be performed jointly with management and UAW:
 - a. Each low TRL project wishing to do work in assembly or test will first create a scope document for review including a description of the work and plans for UAW incorporation and will be jointly agreed to by the Chairman of the

- b. Shop Committee or his/her designees and Management.
- c. Low TRL assignments will be made in line with the CBA. Individuals assigned to a project will be assigned to a separate overtime group for the duration of their task and bring their hours back with them if greater than offered in home group.
- d. A project may have multiple phases that will require different members as it travels thru an innovation cycle
- e. Management will be permitted to learn and innovate in a “hands on” environment thru TRL 6 or as agreed by the shop committee for any stage TRL 7-9 on a project-by-project basis.

It is understood that metallurgical sample and instrumentation preparation will continue as previously performed, however all tools, fixtures, etc. are part of bargaining unit work. The machines in these areas will not be used for any other purpose beyond the materials lab and instrumentation base function.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

CMM - DEPARTMENTS, OVERTIME GROUPS, CROSS TRAINING AND SUB- CONTRACT SUPPORT

MEMORANDUM OF UNDERSTANDING

February 26, 2011

During the 2011 negotiations the parties discussed the increasing use of CMM's (coordinate measuring machines) within the factory. The parties have agreed to the following:

- Three separate departments will be established with separate overtime groups
 - o 0593 – Zeiss & Sheffield CMM inspection & programming
 - o 3568 - Gear Lab inspection and programming
 - o 0819 – Plant 8 Inspection Department
- A training matrix has been established for the 'Inspector Parts Classification' with training modules created by the equipment manufacturer for:
 - o Sheffield CMM, operation & programming
 - o Zeiss CMM, operation & programming
 - o MM gear checker, operation & programming
 - o Klingenberg gear checker, operation & programming
 - o Gleason gear checker, operation & programming
 - o Any 'additional or new' piece of programmable inspection equipment

Upon completion of the training module, the Operations Quality Director will grant certification.

- When additional programming support is required from external sources or salaried resources (this excludes programming training), notification will be given to the UAW representative and the people who are certified within the affected area (example Zeiss CMM, operation & programming) will be placed on Extended Utilization (Extended Utilization is defined as; 4 hours overtime being offered per day at time and one half during the effected period, if the effected period is 3 days or more in any one week, 28 hours of overtime at time and one half being offered. The 28 hours will be offered as follows; 4 hours per day Monday through Friday and 8 hours on Saturday, there shall be no deviations from this method of offering the overtime or banking of offered overtime.). During normal operating conditions the external support should only be on-site Monday through Friday excluding all Rolls-Royce Holidays.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

CLARIFICATION & RE-DEFINITION OF THE SKILL TRADES LINES OF DEMARCATION

MEMORANDUM OF UNDERSTANDING
February 26, 2005

Clarification and re-definition of the Skilled-Trades lines of demarcation.

During these negotiations both management and union have highlighted the need to modify current specific skilled trades duties to allow for the effective use of the associated trade. Management and union have agreed to the following changes / clarifications as it applies to work to be performed by Rolls-Royce employees:

Skilled Trades Right-of-Access in the Performance of Duties

During these negotiations, the parties discussed the right-of-access for skilled trades classifications. It is agreed that a skilled trades employee has the right to remove and reinstall guards, lines, or any other component that impedes their ability to perform the assigned job. This does not provide a right to repair any component outside of their classification.

Pipe fitters

Pipe fitters will assume the following responsibilities:

The fabrication and installation of stainless-steel hydraulic piping in test cell construction and maintenance.

Installation and maintenance of both hot water dispensers and cold-water fountains within the facility. Refrigerants will remain the responsibility of employees within the Air Conditioning job classification.

Machine Repair

Machine Repair will assume the following responsibilities:

Machine Repair will assume all the responsibilities of the IRM classification and IRM will be absorbed into the Machine repair classification.

Machine Repair will be responsible for maintaining all coolant, hydraulic and airlines inside or on the machine tool (with the exception of hydraulic fixtures, these will remain the responsibility of Tool & Die classification). Machine Repair will be responsible for the maintenance of hydraulic lines connecting the fixture to the machine, although Tool & Die may disconnect and reconnect the hydraulic lines connecting the fixtures to the machines.

Machine Repair will be responsible for all pumps associated with the machine tool system. Systems defined as: central coolant systems, stand-alone coolant system, and multiple machine coolant systems. (The exception being the repair, replacement and installation of coolant pumps used to transfer coolant to a separate tank, filtering system, or multiple machines is the responsibility of the Pipe Fitter classification.)

Machine Repair will be responsible for all mechanical systems associated with machine tool air conditioning units, including filter replacements. The exception will be the compressor and refrigerant; these two components will remain the responsibility of the air conditioning classification.

Welder

Welders may fabricate racks and brackets, as necessary, providing they are able to do so individually without assistance.

Millwrights

Millwrights will assume the following responsibilities:

Millwrights will be responsible on machine and equipment installations for movement, setting and installation of machine set pads and/or screws to enable utility hook-ups (this excludes leveling of the machine which will remain the responsibility of machine Repair).

Millwrights can only use a cutting torch for the purpose of cutting bolts on work that belong to their classifications.

Millwrights will be trained and be responsible for all mechanical systems associated with overhead doors, this includes replacement of door panels. The intention is to minimize the need for the use of external support.

During the skilled trades discussions movement of furniture within the training center was discussed. Both parties have agreed that movement of furniture within a classroom can be performed by any

UAW represented employee. Movement of furniture between rooms will remain the responsibility of the Millwright classification.

Tinsmiths

Tinsmiths will assume the following responsibilities:

It is the intention of the company going forward to utilize more steel decking as the roof decking material; steel decking is the responsibility of the Tinsmiths classification. Removal of wood decking and installation of new wood decking will remain the responsibility of the Carpenter job classification.

Electricians

Electricians will assume the following responsibilities:

Electricians will assume all the responsibilities of IRE's and all IRE's will be absorbed into the Electricians classification.

Stationary Engineers

During these negotiations management and union have had prolonged discussion about the responsibilities of stationary engineers. Both parties have agreed to the following:

Stationary engineers will be able to maintain all equipment, systems and utilities, within the four walls of the powerhouse, electrical substations, cooling towers and powerhouse equipment in utility monitors.

The definition of maintain is as follows:

Direct replacement of components. For example: pumps; servos; electric motors; valves; etc.

Replacement of components with the latest technology. The intent is to allow for the replacement of obsolete components.

Stationary engineer can in the performance of their duties install conduit, wiring and piping within the powerhouses, electrical substations, cooling towers, and powerhouse equipment in utility monitors. The intent is to allow the repair of the conduit wiring and piping, not its complete replacement installation. Where layout work is required, the work will be performed by the maintenance classifications.

Stationary engineer is responsible for the maintenance and overhaul of air compressors within the powerhouses.

Stationary engineers will not be responsible for the installation of new systems. Examples: Boilers; Chillers; Air Compressors; Transformers; Cooling Towers; Fuel Tank; etc.

Stationary engineer will also not be responsible for the fabrication or assembly of replacement control panels. Examples: Electrical; Hydraulic; Air; Computer Monitoring; etc.

General

All other duties of skilled trades classifications will remain as previously agreed.

**ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA**

ASBESTOS & HAZARDOUS MATERIAL REMEDIATION

MEMORANDUM OF UNDERSTANDING
February 26, 2008

During the 2008 Collective Bargaining negotiations the parties agreed that external companies would perform all Asbestos & Hazardous Materials Remediation (HAZWOPER) work.

The company will continue to ask for volunteers to perform glove bags on asbestos. These employees' can be asked to perform asbestos work during regular or overtime work hours.

There will be no overtime utilization requirement associated with external companies performing Asbestos & Hazardous Materials Remediation work

External companies engaged in performing this work will not invoke extended utilization.

**ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA**

CLARIFICATION OF DEMAND 10, LOCAL AGREEMENT

MEMORANDUM OF UNDERSTANDING
February 26, 2005

During the 2008 Collective Bargaining negotiations the parties discussed Demand 10 of the Local Agreement. Management expressed concerns that Demand 10 was in contradiction with Paragraph 8 of the National Agreement. Furthermore, the parties discussed how Demand 10 was also not consistent with the current practice of having single overtime groups for Skilled Trades Classifications. Past practices as related to Demand 10 have also been one of the factors which have contributed to Rolls- Royce self-performance Skilled Trades activities being uncompetitive.

With the items discussed above, Management and the Union have agreed to the following interpretation of the Demand 10 term 'primary job assignment'. Primary Job assignment will be a choice of:

Pipefitter, Pump Shop
Machine Repair, Pump and Spindle Electrician, Board Room
Machine Repair, Central Crib Electrician, Central Crib Pipefitter, Heat Treat
Electrician, Heat Treat

Employees who are currently in the pre-existing Demand 10 positions listed above will have these elections honored; however, if the employee 'changes' their election or 'changes' assignment the employee will have no rights back to their previous Demand 10 assignment.

Employees who have chosen and are placed in one of the jobs listed above, will not have any rights to these positions on overtime, either daily, weekend or holiday.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

ROOFING

MEMORANDUM OF UNDERSTANDING
February 26, 2005

During the 2005 Collective Bargaining negotiations the parties agreed to the following:

Roofing repair and replacement projects up to 1200 sq. ft will remain the responsibility of Rolls-Royce Skilled Trades classifications. This work will include:

- Repairs to existing Tar, Paper & Gravel Roof
- Replacement of existing Roof materials with rubber membrane materials, including insulation, and metal or wood decking
- Repairs to the rubber membrane roofing material
- Replacement and repair of flashing
- Replacement and repair of gutters and downspouts

Roofing repair and replacement projects in excess of 1200 sq. ft will be the responsibility of external companies and not considered to be traditional work:

- Replacement of existing Roof materials with new roofing materials, including but not limited to the removal and replacement, of gravel, outer membrane materials, insulation materials, and metal or wood decking materials
- Repairs to the existing rubber membrane roofing material
- Replacement and repair of flashing
- Replacement and repair of parapet wall coping tiles

There will be no overtime utilization requirement associated with external companies performing this roofing work.

Should external companies be engaged to perform projects less than 1200 sq ft, the Extended Utilization agreement will be invoked and applied to the appropriate skilled trades employees.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

ROLLS-ROYCE SKILLED RESPONSIBILITIES ON CO-GEN UNIT

MEMORANDUM OF UNDERSTANDING
February 26, 2005

Rolls-Royce Skilled Trades responsibilities with respect to Gas Turbine Generator Sets (including the Co-Gen unit) located within and about the boundaries of the Plant 5 & 8 powerhouses.

Rolls-Royce skilled trades will have no responsibilities to repair or overhaul the gas turbine engine (including software updates and the loading of the software) of the Generator Set.

Rolls-Royce skilled trades (Stationary Engineer Powerhouse classification) will be responsible for the maintenance of Generator Set associated peripherals (pumps, motors, valves) not directly attached to the gas turbine engine.

When outside contractors are required to repair / overhaul the gas turbine engine including software modifications there will be no need to assign Stationary Engineers Powerhouse (SEPH) or any other skilled trades person.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

RESPONSIBILITIES OF THE ELECTRICIAN'S CLASSIFICATION AND SALARY TECHNICIANS

MEMORANDUM OF UNDERSTANDING
February 26, 2005

Work that will be performed by the Electricians Classification:

1. The initial installation of Equipment including:
 - a. Installing power wiring to racks and portable cabinets
 - b. Installing and wiring equipment in integrated system racks and portable cabinets. (Examples; Aces 886, FIS, UMACS, VXI and any new data acquisition system)
 - c. Fabricating panels used for control functions
 - d. Fabricating equipment "Black Boxes" This entails assembling purchased and defined assemblies into a box, rack, or cabinet.

Examples: Test Stand 851 (portable) NOVA-Vibration cabinet, and Test Stand 851 (portable) Data Acquisition System cabinet, ACES cabinets.

2. With respect to computer based integrated control systems the Electrician Classification will:
 - a. Load and save stand control logic. No logic will be modified without proper documentation.
 - b. Not alter existing logic without the direction and/or approval of Management
 - c. Perform any on-line control logic modifications, including forcing and disabling of logic.
 - d. Troubleshoot test stand control systems.
 - e. Have responsibility for equipment connected to analog and discrete control inputs/outputs, as well as the input/output device itself if it is located outside of the computer. This responsibility does not include recorded data outputs, which is a Salary Employee responsibility.
 - f. Adjust and troubleshoot signal conditioning interfaces and used for monitoring and control (alarms, indications and limits).
3. Will work with non-represented employees to set up transducers and analog input devices used exclusively for monitor and control functions.
4. With respect to Process Controllers will:
 - a. Enter the initial programming settings
 - b. Perform the initial tuning of control systems to design parameters with engineering direction as needed.
 - c. Troubleshoot process control systems.
5. The Electrician Classification will assume the responsibilities of the pre-existing Instrument Repair Electrical Classification.
6. Install equipment in temporary (Dynamics equipment) racks that are used for data.

Work that will be performed by Non-Represented Salary Employees:

1. Be responsible for initial design and/or redesign of upgraded test stands or systems.
2. Write all software.

3. Define programs and changes for establishing proper control parameters.
4. Calibrate and maintain data systems.
5. Perform all NIST traceable calibrations of signal conditioning interfaces.
6. Perform all calibrations of signal conditioning interfaces used for data acquisition.
7. Perform calibrations of multi-function signal conditioning interfaces.
8. Repair, integrated systems computers and monitors. Install, maintain, and troubleshoot all printed circuit boards or cards within the integrated system computer.
9. Repair signal-conditioning interfaces.
10. Repair process controllers, including loading the applicable program data following repair.
11. Design and fabricate electronic "Black Boxes" that are custom electronic circuits, usually with printed circuit boards, and requiring specific physical construction techniques.

Examples: Ball Bearings Ball-Pass Frequency Detector, and Once per Revolution Detector; these units have unique printed circuit boards, and custom digital and analog circuits.
12. Have responsibility to maintain electronic equipment assigned to the Electronics Lab.
13. With respect to computer based integrated control systems will:
 - a. Have access to information concerning the test stand including monitoring the state or status of all analog and discrete I/O. (Direct access to control logic is not allowed to permit this function).
 - b. Change and check analog input limit and alarm set points.
 - c. Simulate parameters to check out the Test Stand (Salary Technicians will direct the Electrician Classification in changing PLC logic).
14. With respect to Process Controllers will:
 - a. Be responsible to ensure that the appropriate control parameters have been entered. In this regard, they have complete, unaccompanied access to all programming levels of a controller following initial set-up.
 - b. Enter predefined programming settings required for different test set-ups.
 - c. Incorporates any on the spot changes that may be required during conducting of a test.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

OUTSIDE CONTRACTING PROCEDURE – ELECTRIC MOTORS

MEMORANDUM OF UNDERSTANDING

During the 1990 Local Negotiations the parties discussed the repair of electric motors by bargaining unit employees. It was agreed that when skilled trades employees are performing repairs on machines which have electric motors and it is determined that the motor is in need of repair, the skilled trades employees on the job will make the initial determination whether the motor should be repaired in-house or sent to the outside for repair. If determination of the tradesman is that the motor should be sent outside for repair, this fact will be recorded on a form which will accompany the motor during the repair process and be used for subsequent tracking of the motor's repairs. This settlement is not intended to eliminate the motor shop.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

FIRE PROTECTION AND FIRST AID

MEMORANDUM OF UNDERSTANDING

During the 1990 Local Negotiations the importance of plant fire protection and the administering of first aid in emergency situations was given a high priority by both parties. As a result of these discussions, it was agreed that permanent plant security officers will be required to annually attend an approved Red Cross first aid course which will include CPR training. Furthermore, in an effort to provide adequate response capabilities to plant fire emergencies, annual training in the functions and capabilities of in-house fire protection equipment will be given to all members of the Rolls-Royce Corporation Fire Brigade. Wayne Township Fire Department will continue to provide supplemental fire protection for Rolls-Royce Corporation if needed.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

OPERATING RESPONSIBILITIES

MEMORANDUM OF UNDERSTANDING

It is agreed between the parties that machine operators shall have the responsibility for maintaining the cleanliness of their work area and for chipping their own machines and segregating chips into appropriate chip containers for removal by employees assigned to the appropriate classification. This includes disposal of any item which the employee can safely lift by themselves and dispose of in the appropriate container which is made available.

Items which are heavier than one person can safely lift will be removed by the millwright classification.

If supplemental help is needed in performing these functions such help will be provided by employees assigned to the "Custodial Services" classification within the respective Plant Manager's area. It is understood that common sense will dictate the need for such supplemental help on a regular basis in certain areas of the plant during both straight time and overtime hours, and Management will equitably distribute overtime hours to such employees. In the case of a dispute regarding the need for supplemental assistance the appropriate Union Representative may take the issue to the Plant Manager for resolution. Failing resolution at this step, the issue may be directed to Labor Relations for settlement.

Skilled trades will have the responsibility to maintain their work area as described above. In addition, each skilled trades classification will continue to be responsible and dispose of materials which they have replaced during the function of their job assignment. For example, new or used pipe, wood, conduit, bar stock, consumables, sheet metal, etc.

ROLLS ROYCE CORPORATION
INDIANAPOLIS, INDIANA

MSE WELDER PRODUCTION (CERTIFIED) REDUCTION

MEMORANDUM OF UNDERSTANDING

In the event of a workforce reduction, the least senior employees affected in the MSE Welder Production (Certified) classification, Management and the Union agrees that the more senior reduced employee in line to displace the employee assigned to the "MSE Welder Production (Certified)" classification will be enrolled into a 5-week welder certification training program which will include certification testing. During the training and certification procedure the least senior employee to be displaced will be retained. Once the more senior employee becomes certified, the least senior employee will be displaced. The parties recognize that in circumstances such as these, Management and the Union will mutually resolve such issues to give full protection to the efficiency of the operation.

ALLISON ENGINE COMPANY
INDIANAPOLIS, INDIANA

SINGLE CRYSTAL OPERATIONS
MEMORANDUM OF UNDERSTANDING

- A. During these negotiations the parties held lengthy discussions regarding the Allison Engine Company Single Crystal Operations (SCO) agreement reached by the parties in 1992. The parties agreed that the 1992 agreement did not accomplish the original objectives and required substantial alterations to be effective.
- B. The parties hereby agree to change the scope of work to make bargaining unit employees responsible for performing all “hands-on” work within the Single Crystal Operation.
- C. Recognizing the differences brought to the negotiating table by the parties relative to SCO, the following understandings were reached in order to provide a mutually suitable position for both the Union and Management:
1. Upon ratification of the 1997 Allison Engine Company/ UAW agreement, a Joint team comprised of representatives of Management and representatives from the Union appointed by the Chairman of the Shop Committee will begin a review of the current structure of the SCO workforce, including both the current represented employees and the Salary and/or contract employees performing hands-on work.
 2. The parties have agreed that employees holding the EIT classification of Experimental Single Crystal Developer will be retained in their classification at a level of staffing required to support Research and Development work within the SCO facility. The specific duties of this group will be developed and agreed to by the joint team. While it is understood that the primary role of employees classified as Experimental Single Crystal Developer will be to support R&D efforts, certain work associated with production parts may fall within their job scope (i.e., crystal verification, etc.).
- D. The Joint team will review the current level of production work within the SCO facility and convert an appropriate number of either Salaried or Contract employees (based on current production volume) currently engaged in “hands-on work” on a full-time basis to hourly bargaining unit status. These employees will perform the duties associated with the previously utilized breakdowns of Type I, Type II, and Type III work as well as wax work associated with the research and development phases of SCO parts. These employees will be assigned to the classification structure recommended by the Joint Team and perform the work associated with their new classification as specified by the Joint Team.
1. Former Salary or Contract employees transitioning to represented bargaining unit status will do so at a rate and step represented on the rate progression schedule of the appropriate classification to which they are assigned which is equal to or higher to the rate they are presently drawing. Once they have been placed at such a rate and step within the progression, they will have their rate adjusted according to the time frames and percentages identified in the rate progression schedule of Paragraph 98 of the National Agreement with the following exception. Such employees will remain at their initial percentile position until they have worked a period of time equal to the period of time it would have taken to achieve that percentile position as a regular new hire covered by Paragraph 98 of the National Agreement.
 2. Employees transitioning to one of the newly established SCO classifications will be treated as if they had exercised Transfer Agreement rights when they are assigned to the classification and therefore, they will be subject to the 12-month time frame for any future transfers. In applying the provisions of section IV.A.4. of the Local Seniority Agreement, non-skilled trades SCO classifications will not be included in the definition of “available opening”. However, an eligible laid off employee may make application to return to work in one of the production SCO classifications and be placed in such classification by displacing a less senior employee. This application to return to work shall be made on the form provided for that purpose and a copy shall be furnished to the employee at the time of layoff.
 3. During the transition process the Joint team will also review the feasibility of insourcing the cutting of seed bars and other work which might fall within the technical capability of the facility on the basis of competitiveness.
 4. The Joint Team will also review and make recommendations regarding the performance of maintenance and machine repair work within the SCO facility.
 5. The parties have agreed that the Joint team will have 90 days from the date of ratification of the Allison Engine Company / UAW agreement to complete this transition.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

SINGLE CRYSTAL OPERATIONS

SUPPLEMENT TO THE 1997 MEMORANDUM OF UNDERSTANDING
 Effective February 2005

During the 2005 negotiations, the parties discussed the issue of the uncompetitive cost associated with the manufacture of Single Crystal Castings within Rolls-Royce Corporation. As a part of this discussion, the Company informed the Union of its intention to divest itself of the Single Crystal Business due to competitive pressures. It was in this vein, that the Company and Union explored a number of actions that could reduce the costs associated with these activities and thereby secure a portion of the business for the longer term. These discussions resulted in agreement to the following actions:

- A. This addendum to the supplement of the 1997 Memorandum of Understanding shall serve to resolve the issues discussed during 2005 negotiations.
- B. The following classifications shall perform the work associated with producing product at SCO. Any future adjustments will be made in accordance with the applicable agreements.
1. **MSE Casting Producer Quality Operator – SCO** – The functions of this classification shall include operations associated with shell/burn out, cast, crystal verification preparation, met lab preparation, mold preparation for casting, casting furnace operation, cleaning the vapor ring and changing the melt pot, cleaning the casting furnace, loading and unloading the casting furnace, raising molds, loading alloy, alloy melting, pouring and mold withdrawal, ending the cycle and dropping the mold, knockout, packing and shipping, and casting data input. In addition, this classification shall include all operations associated with creating wax components for experimental operations, crystal verification, air and water flow, dimensional inspection, and preparation of associated quality documents per the SCO Quality Plan. It is understood that production wax will continue to be purchased.
 2. Inspector, NDT-SCO Certified– The function of this classification shall include, fluorescent penetrant inspection, and preparation of associated quality documents per the SCO Quality Plan. The pre-existing SCO Leader shall remain Inspector, NDT-SCO Certified Leader/Trainer and shall be paid at the same rate as such, as long as he is assigned to SCO in this classification. He shall have shift preference and overtime rights in the Inspector, NDT-SCO Certified classification. It is understood this position will remain in place as long as it is currently populated. After such time, Management will review with the shop committee any future need.
 3. The classifications of MSE Casting Producer Quality Operator – SCO, Inspector, NDT-SCO Certified shall perform the functions described above for product designated as experimental or production.
- C. The viability of the SCO facility is dependent upon competitive cost rates and overall load. The parties have agreed that the following items cannot be competitively completed at SCO:
- Seed preparation.
 - Production wax pattern fabrication.
 - HIP
 - Other specialty heat treatments.

It is agreed these operations will be outsourced. The parties have also agreed to investigate the in load of work if this can be competitively achieved within the current capability of the facility.

- D. The Parties have also reviewed the current logistics associated with sub-contract suppliers in an effort to streamline the overall casting process, concentrating on value-added activities.
- E. The parties recognize that the Rolls-Royce Single Crystal Operation is a separate facility, which requires a team environment to ensure that it becomes and remains competitive in the business venture for which it is operating. This will require all parties involved to take ownership in the quality, cost, and delivery of SCO products.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

Unloading of Trucks and Material Movement

MEMORANDUM OF UNDERSTANDING
February 26, 2008

During negotiations, labor relations, local management and UAW Local 933 held extensive discussions on unloading of trucks and material movement in plants 5 and 8. The parties have agreed on the following procedure:

1. When unloading of trucks at the loading docks, management will make job assignments in the following manner:
 - Millwrights
 - Will unload any item that requires special rigging
 - All machinery and related equipment
 - Any facility related item banded but not on a skid
 - Production Support
 - Production hardware
 - Raw material
 - Production support indirect items
 - Copier Paper
 - Any facility item that arrives on a skid
 - Any furniture new or used (exception: Any truck loaded with furniture only, will remain the work of the Millwright classification)
2. Material movement through the plant and offices will be as follows only when there is a question between Millwright and Production Support:
 - Millwrights
 - Will move any item that requires special rigging
 - All machinery and related equipment
 - Any facility related item banded but not on a skid
 - Any facility related item that arrives on a skid, unless it can be hand carried by the appropriate trade
 - Any furniture new or used
 - Production Support
 - Production Hardware
 - Raw material
 - Production support indirect items
 - Copier Paper
 - Any item that goes to stores
 - Material movement between the north and south assembly floor, Lift Fan areas and test stands that do not require special rigging

ALLISON ENGINE COMPANY
INDIANAPOLIS, INDIANA

ADVANCED TURBINE TECHNOLOGY

MEMORANDUM OF UNDERSTANDING

The parties will jointly select employees on a one (1) to ten (10) ratio basis to be placed on the Research and Development Team to work on the ATTAP (Advanced Turbine Technology Applications Project) and/or Hybrid Engine Project for selected customers.

This work which has historically been performed by salaried employees at the Tech Center in Warren, Michigan will be handled in the same manner with the following exceptions:

- The hourly employees will perform various types of non- traditional work.
- Hourly and Salary employees can and will perform the same functions
- The hourly employees will comprise one equalization of hours group
- The Research and Development Team will be located in the EDS building
- EDS will continue to be responsible for the maintenance of facilities and equipment in the EDS building
- One dyne located in the Plant 8 Test Cell Area will become the responsibility of Automotive Gas Turbine Operations and will be operated as if it were a part of the EDS facility. When repair of this dyne is required, the appropriate tradesman will be assigned.
- Transportation of parts, hardware, etc. between Plant 8 and the Automotive Gas Turbine Operations building will be performed by hourly employees.
- Confidentiality requirements will only allow access on a need to know basis.
- Hourly employees will be included in Zone 1 for representation purposes.
- It is recognized that various unforeseen issues may arise during the operation of the facility. The parties pledge themselves to resolving those issues in a continuing spirit of cooperation so as to ensure the future job security of Allison Engine employees and the competitiveness of our Company. It is agreed that such issues will only be addressed by the Shop Committee and Labor Relations Staff.

Local NO. 933, UAW

Robert D. Woodcock
Richard Amonett
Sergio Gonzalez
Charles Spears
John H. Sandlin
James Laudick
Steve Delano
John Farr

ALLISON ENGINE COMPANY

P.B. Alexander
Robert J. Oatts
Cornell Brooks
R.T. Graham, Jr.
Robert M. Plummer
Wilson Burns
D.M. Hall
D.M. Duncan
V. M. Wisdom

ROLLS-ROYCE CORPORATION

Indianapolis, Indiana

AMPS OPERATIONS

Supplement to Memorandum of Understanding Dated March 3, 1997, Effective February 26, 2000

Since the original MOU was signed, GM has elected not to proceed with applying gas turbine engines to automobiles. Rolls-Royce Corporation (RRA) and the UAW, working under the original innovative agreement, have successfully worked together and applied this technology to create a new product. This new product is an APU (Auxiliary Power Unit) and will be moved into the marketplace under the AMPS organization. AMPS must move to a different off-site location in order for EDS to move into the current TSC building. Therefore, it is desired to modify the current MOU in order to include the new site at 1919 Girl's School Road and any future site(s) used for the production of the APU.

Currently, bargaining unit employees are assigned to the AMPS program who are working under the flexible work rules of the original MOU, dated 29 September 1993. Bargaining unit employees will remain with the program until such time as development work and the training of other employees who will join the AMPS program in a production capacity has been completed.

This work, which historically had been performed by salaried employees at the Tech Center in Warren, Michigan, will be handled in the same manner with the following exceptions:

- A. The hourly employees will perform various types of non-traditional work.
- B. Hourly and salaried employees can and will perform the same functions when performing development or training activities. Production work will be performed by UAW employees.
- C. The parties agree to explore the implementation of the MSE concept to the operation of the AMPS program, to fully utilize cross-training opportunities and flexible operations.
- D. The classification of AMPS Operator is established.
- E. The parties agree that an addendum will be added to Appendix A of the Local Seniority Agreement (Attachment #1).
- F. The parties agree that a supplement will be added to the Local Wage Agreement (Attachment #2).
- G. The newly established classification of AMPS Operator will be included in Paragraph IV.A.5. of the Local Seniority Agreement.
- H. Equalization of hours groups will be established for production workers and research and development workers.
- I. The maintenance of facilities and equipment associated with the building will be handled in accordance with the provision of the building leases. RRA skilled trades will be utilized for maintenance and repair of equipment associated with production work.
- J. Two test stands (888 and 892) located in Plant 8 Test Cell area will become the responsibility of AMPS and will be operated by persons working on AMPS development programs as if it were a part of the AMPS facility. Acceptance testing of AMPS production units will be conducted in a test stand located at the AMPS facility by properly classified persons. When repair of the Rolls-Royce Corporation owned test equipment is required, the appropriate tradesman will be assigned.
- K. All transportation of production parts, hardware, etc., will be handled by employees within the appropriate classification(s).
- L. Confidentiality requirements will only allow access on a need-to-know basis.
- M. Hourly employees will be assigned to the appropriate Zone for representation purposes, as decided by the Union.

- N. In accordance with Paragraph 183 and Document 2 of the National Agreement, the parties agree to review, for competitiveness, all parts and components anticipated to be manufactured somewhere other than RRA facilities. For any work that proves to be competitive, the parties will work together to bring those parts into RRA facilities. Source changes may be from inside to outside or outside to inside regardless of past history or past type.
- O. Properly classified UAW personnel will assemble and test the production units as well as continue their support of AMPS units returned from the field.
- P. . It is recognized that various unforeseen issues may arise during the operation of the facility. The parties pledge themselves to resolving those issues in a continuing spirit of cooperation so as to ensure the future job security of Rolls-Royce Corporation employees and the competitiveness of our Company. It is agreed that such issues will only be addressed by the Shop Committee and Labor Relations Staff.

Attachment #1

APPENDIX A

- 1. Non-Interchangeable Occupational Group (Production)
AMPS Operator

ROLLS-ROYCE CORPORATION
Indianapolis, Indiana

PLANT 8 OPERATING PRACTICES

MEMORANDUM OF UNDERSTANDING

The following clarifications and changes have been made to Plant 8 Model Shop operating practices:

- Within 6 months of contract ratification all employees owned gauging will be removed and each person in the Model shop will be issued a company owned gauge box, containing standard gauging. These gauges will be entered into the calibration system and as required the gauge box, and standard gauges will be handed into calibration and exchanged for a calibrated gauge box.
- Tool and Die Classification and Parts Inspectors Classification may use any new inspection technology i.e. Vision systems, gauge arm systems like a Faro gauge. In the case of production parts being manufactured in the Model Shop if Data Files are required in the Model Shop this work will be assigned to Parts Inspectors.
- To improve competitiveness in the Model Shop mandatory training courses on the latest cutting tool technology and speeds and feeds will be held. This training will be provided by tooling vendors and held in the training center.
- To improve competitiveness Model Shop employees where possible will operate multiple machines at one time.
- To assist in training and utilization of new equipment a step training process for the Model Shop, for employees to learn how to use the newer pieces of equipment will be introduced:

Step 1 - Run equipment Step 2 - Set-up of equipment
Step 3 - Programming of the equipment.

These steps will be trained in the above sequence.

At each step the employee will be expected to perform this function without necessarily having to perform the other steps.

- A mechanism will be introduced to show actual time against estimated time and use this to drive expectations in the Model Shop.

This information will be visible and may be part of the paperwork which travels with the work order. This is not intended to be used as a means of discipline but as a means of tracking competitiveness.

- At a time to be established by management, self-directed work teams may be introduced in the Model Shop. The self-directed work teams will still require guidance and at times management's direct involvement in day-to-day activities.

The scope of responsibility for the work teams would be as follows:

- Job assignments
- Training matrix
- Control board maintenance
- Preventive maintenance scheduling

On completion of the above, additional areas of responsibility maybe identified and added to the responsibility of the self-directed work teams.

If self-directed work teams are determined by management to be unsuccessful, the previous method of supervisory management will be re-instated.

ROLLS-ROYCE CORPORATION
Indianapolis, Indiana

RAPID PROTO-TYPING EQUIPMENT (ALSO KNOWN AS 3D PRINTING)

MEMORANDUM OF UNDERSTANDING

Currently all "Class 21" hardware is non-traditional work and is procured externally.

Should in the future management deem it advantageous for the company to procure Rapid proto-typing equipment (also known as 3D printing), the operation of this type of equipment will be by salary employees.

This type of equipment uses plastic or powder with a resin binding agent.

The scope of this agreement would be restricted to non-flight and non-test rig hardware only.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

Electronic Forms / Processes
MEMORANDUM OF UNDERSTANDING
February 26, 2015

During the 2011 Negotiations, the parties discussed the importance of reducing costs in all areas of business operations. The parties have discussed the implementation and utilization of electronic forms and processes to improve service, document history of transactions and reduce overall costs. Electronic processes also provide advantages in conservation of resources.

This MOU provides an outline of the process the parties have agreed to enter into to assure appropriate implementation with assurances of minimal impact to employees.

As technology and business cases allow forms and processes like the following will be candidates for conversion to electronic means:

- Application Forms
 - Cancellation
 - Flow Rights
 - Recall Rights
- Bereavement
- Deposit Authorization
- Shift Preference
- Time Off / Vacation Requests
- Verification of Jury Duty
- Grievances
- Discipline
- Pay Advice
- Attachment 'D'
- W2 Forms

(The above list is not intended to be all inclusive and either party may add candidate forms or processes.)

The parties will review before implementation all electronic forms or processes to assure compliance. The workforce will be provided a two-week notification before implementation of a new electronic form or process.

The parties agree to pursue all areas of cost reduction and will jointly work together to in an effort to modernize with the use of technology regarding electronic forms and processes. Any concerns will be addressed by Labor Relations and the Shop Committee.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

TRANSITION OF Wastewater Operator / Maintenance Duties

MEMORANDUM OF UNDERSTANDING
February 26, 2020

In order to facilitate a smooth transition of Wastewater Operator/Maintenance duties into Stationary Engineer P/H classification, the following transition plan is agreed to between Management and the Union.

- A At the effective date of the new agreement:
1. Any employee holding the Wastewater Operator/ Maintenance Classification will continue to perform duties that they currently perform today.
 2. The Wastewater Operator / Maintenance Classification will continue as its own overtime equalization group, until such time that the employees currently holding this classification leave the company. No new employees will be assigned to the Wastewater Operator / Maintenance classification.
- B Employees classified as Stationary Engineer P/H will perform duties of the Wastewater Operator / Maintenance classification when assigned these tasks by management when there is not sufficient Wastewater Operator coverage or for training opportunities. It is understood that these assignments will not be made on overtime until the Wastewater overtime group is exhausted on the day in question.
- C It is understood that over time, previous Wastewater Operator / Maintenance duties will be performed by the Stationary Engineer P/H classifications.
- D Wastewater classification will resume pump outs that were temporarily sourced externally in response to HSE incident the transition period is defined by a series of actions to remain compliant with HSE requirements to internally perform the work.
- 1 Engage with 3rd party subject matter expert for benchmarking and evaluation.
 - 2 Identify and create safe operating procedures through Safety Committee for management approval.
 - 3 Identify and complete training requirements
 - i. Complete respirator medical clearance, fit testing and training.
 - ii. Include additional PPE such as chemical suit, gloves and boots.
 - iii. Training will be delivered through established processes
 - 4 Source and organize specific equipment required and provide equipment/PPE onsite per safety requirements
 - 5 Ensure management engagement and training to provide appropriate oversight of transition and ongoing pump out operation.
 - 6 Operating procedures will be accessible to employees performing the task
 - 7 Compliance assurance through frequent internal audits
 - 8 On a case-by-case basis, Management reserves the right to outsource pump outs with the mutual agreement of the Shop Committee.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA
Rental of Aggreko Cooling Tower
MEMORANDUM OF UNDERSTANDING
September 7, 2024

During the Indianapolis manufacturing investment program (Project Condor) the company installed new cooling towers at the Performance Building to facilitate cooling of the new and existing test cells. After installation, the new cooling towers experienced multiple failures while working through the extreme conditions in the winter and summer. Each cooling tower disruption resulted in a significant business impact with extended downtime not allowing the team to test production or experimental engines. During that time, management rented/leased a mobile cooling tower provided by Aggreko. These Aggreko designed cooling towers performed extremely well for the company's needs and were able to cope well with all weather conditions.

Management and the Union sat down and talked extensively on how we could lease the towers on a more permanent basis – as Aggreko would not sell their units and only lease them with a service agreement attached. The Aggreko agreement contains a 24/7/365 continuous cooling water expectation with significant penalties for any unplanned outages ensuring operation restoration (with a replacement tower if needed) within 72 hours. This considerably reduced the risk of having a test cell inoperable in the future. The Union expressed their concern on possible impact to headcount by purchasing a service contract. Management reassured the Union that this was not a device to reduce the headcount.

As a result, Management and the Union sat down and committed to a servicing agreement / leasing agreement for the Aggreko cooling towers under the following guidelines:

- In no way would this service agreement or leasing of this equipment result in the layoff of Stationary Engineers
- Bargaining Unit Employees (Stationary Engineers) will operate, monitor, apply chemicals as needed to the towers and supporting structures.
- For any reason that supplier is on company grounds to service the cooling towers, a Stationary Engineer is to be present with them at all times. Management agrees that the supplier will not be badged where they can travel freely without an escort.
- Routine and unplanned maintenance of the Aggreko towers, Aggreko tower pumps, and Aggreko heat exchangers is the sole responsibility of Aggreko. Our Stationary Engineers will be supplied training and appropriate manuals to cover contingent circumstances like the following:
 - Emergency shutdown or restarts of supplier's equipment
 - Aggreko nearest service location is in another state. At Aggreko's discretion, they may be inclined to direct a minor fix with our skilled labor based on the urgency of the Rolls-Royce operational need (example: if the fix would take less time than an Aggreko service tech to get on-site). Any such emergency fix process is expected to be rare and must be agreed in writing from Aggreko to Rolls-Royce management prior to work commencing.



Performance Building
Process Cooling Water

Process Cooling Water System

Presentation of proposed layout:

- Accommodate vendor's process cooling equipment (see site plan)
 - Modular Cooling Towers
 - Heat Exchangers
 - Tower Circulation Pumps
 - Expansion Tank
 - Electrical Distribution Cabinet
 - Associated Piping, Valves, Cables, etc.
- Provide power supply to vendor's electrical distribution cabinet
- Provide city water supply for makeup water to vendor's equipment
 - RR will continue to manage the water softener and chemical treatment systems through existing partners



ProjectRIEHLE

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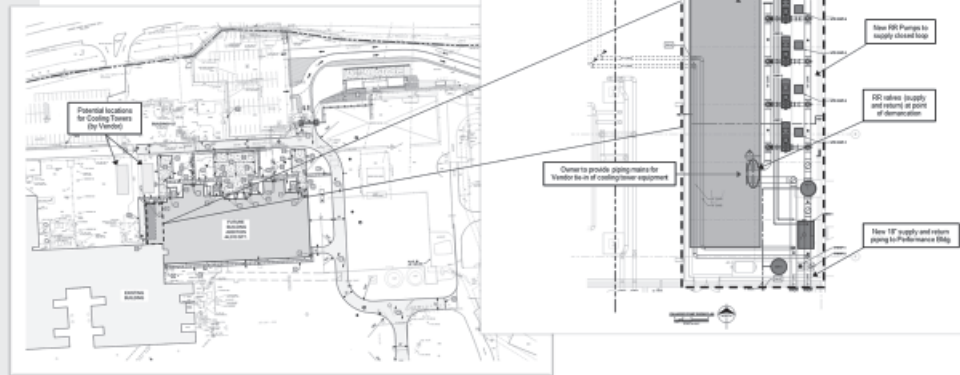
ALBERS
MANAGEMENT
ACCURACY • PRECISION



Performance Building
Process Cooling Water

Performance Building – Pump Room Layout

- RR Owned / Operated Equipment
- Leased Equipment (Vendor Owned / Operated)



RR Equipment

- Closed-loop Circulation Pumps
- VFDs for Pumps
- Process Water Heater
- Closed-loop Piping, Valves, Sensors, etc.
- Electrical Distribution to Vendor's Cabinet



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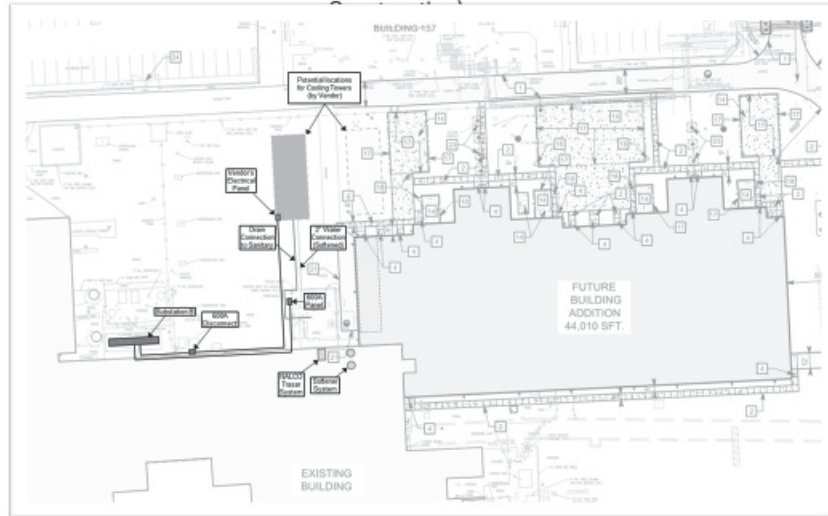
Performance Building
Process Cooling Water

- RR Owned / Operated Equipment
- Leased Equipment (Vendor Owned / Operated)



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Performance Building Site Layout – Phase 1 (During



PERFORMANCE BUILDING COOLING TOWER CONCEPT DIAGRAM FOR PROPOSED RENTAL OPTION – PHASE I

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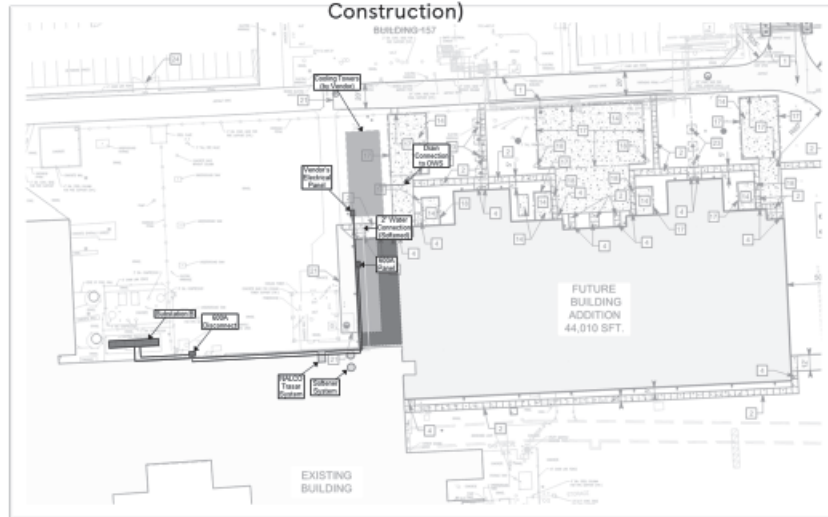
Performance Building
Process Cooling Water

- RR Owned / Operated Equipment
- Leased Equipment (Vendor Owned / Operated)



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Performance Building Site Layout – Phase 2 (After
Construction)



PERFORMANCE BUILDING COOLING TOWER CONCEPT DIAGRAM FOR PROPOSED RENTAL OPTION – PHASE II

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Performance Building
Process Cooling Water

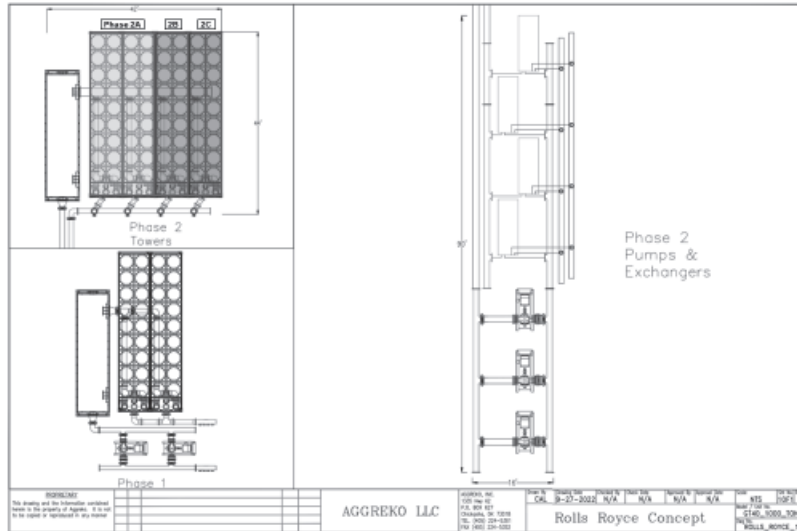
Vendor Equipment

- Modular Cooling Towers
- Heat Exchangers
- Tower Circulation Pumps
- Expansion Tank
- Electrical Distribution Cabinet
- Associated Piping, Valves, Cables, etc.



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Vendor's Proposed Equipment Layout



Vendor's Proposed Preventative Maintenance Schedule

AGGREKO SERVICE AGREEMENT - EQUIPMENT PREVENTATIVE MAINTENANCE SCHEDULE

EQUIPMENT/ COMPONENT	VISUAL INSPECTION/ MAINTENANCE	Start-up	FREQUENCY			PERSONNEL ON-SITE*
			Weekly	6 Month	4-5 yrs	
Fan Motor	Operation & Bearings	X		X		1
Fan Blades	Deposits & Damage	X		X		1
Fan Connections	Bolts and Electric	X		X		1
Spray Nozzles	Pattern & Wear	X		X		1
Drift Eliminators	Corrosion & Blockage	X		X		1
Fill Material	Deposits, Blockage, Damage	X		X		1
Float Valve	Operation, Damage	X		X		1
Water Basin	Leakage & Deposits	X		X		1
Filter Screens	Check for Obstructions	X		X		1
Instrumentation	Connections, Operation	X		X		1
Water Quality	Check Water Quality	X**	X**	X		1
Heat Exchanger	Clean/Replace Gaskets				X	2-3

Maintenance Schedule - Excludes Component Failure performed as emergency response



Performance Building
Process Cooling Water

Maintenance and Operations Considerations

* Anticipated Duration- 4-6 hours;
gasket repair performed during
phase upgrade shutdowns

** Regular Water Quality
Sampling by Rolls-Royce
(NALCO/Evergreen)



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Performance Building
Process Cooling Water

Maintenance and
Operations
Considerations



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Aggreko IOC Presence at Phase Transitions

- 2-3 Aggreko technicians for 2.5 weeks, 4 days per week. Additional manpower required from subcontractors for electrical, controls wiring, heat tracing/insulation.
- Each phase transition will require 3-day shutdown to bring added equipment on-line.
- Phase 1B Transition to be scheduled for Q2 2023.
- Phase 2A Transition at completion of construction in 2024.
- Phase 2B TBD by project need.
- Phase 2C TBD by project need.

Aggreko output to Roll-Royce BMS

- pump operational running status (yes/no)
- tower run operational status (yes/no)
- supply temp to cold side of heat exchangers.

Aggreko anticipation for life of major equipment

> 20 years without replacement

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Performance Building
Process Cooling Water

Maintenance and
Operations
Considerations



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Emergency Response

- In cases of imminent safety risk or critical business continuity, on-site Rolls-Royce personnel may be called upon to assist with emergency shutdown or restart of supplier's equipment.
- Aggreko will provide training and operating manuals to Rolls-Royce personnel to cover these contingent circumstances.

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ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA
Rental of Aggreko Cooling Tower
MEMORANDUM OF UNDERSTANDING
September 7, 2024

Local 933, UAW

John Snow
Matt Barton
Jerry Erisman
John Sandlin
Bobby Jobe

Rolls-Royce Corporation

Warren White
Carrie Elkins
David Mair
Matthew Ketchum
Justin Schwartz
Kevin Johnson
Mallory Terry

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA
J.I.T.
(Journeyman in Training)
MEMORANDUM OF UNDERSTANDING
FEBRUARY 6, 2023

Throughout the 2020 C.B.A. Management and the Union, have had lengthy discussions on how to replace the aging workforce within our skilled trades areas. Specifically, the current vacancies in our Stationary Engineer Powerhouse Trade have been extremely hard to fill. Attributing factors include current market wages and the lack of available qualified Journeypersons. Both parties have agreed to investigate solutions for each of these in the future. However, in the meantime Management and the Union have agreed to implement a J.I.T. Program (Journeyman in Training) to help bridge this hiring gap. The program will be used to help facilitate the hiring of needed personnel who may not be fully qualified by adjusting the required hiring qualifications. The J.I.T. program will look at Journeypersons with specific skills that can be expanded on with required O.J.T. (On The Job Training). In no way shall the J.I.T. Program interfere with the hiring of new Apprentices, nor will it supersede the In-house J-card List.

Additional trades that Management and the Union would consider to be relevant will be as follows:

- Industrial Electrician to Stationary Engineer
- Machine Repairman to Stationary Engineer

Both parties have agreed to the implementation of a set training schedule for each of the above listed trades upon transferring into the Stationary Engineer Powerhouse Trade. The set training will include offsite education for boiler certification and 2080 hours of O.J.T. Internal employees' will make application per their One Time Move, while external employee qualification's will be reviewed and agreed to by the Apprenticeship Committee. The UAW Apprentice Coordinator will oversee the implementation of all courses and training hours. Approved J.I.T.'s will not be permitted to work alone the first thirty days on the job.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA
POWERHOUSE CONTINUOUS OPERATIONS SCHEDULE
MEMORANDUM OF UNDERSTANDING
FEBRUARY 6, 2023

The parties have talked in detail about the need for shift coverage and the lack of manpower in the Powerhouse to cover shifts. As a result of these discussions Management and the Union have agreed to revert to the 5/40 Continuous Operations Schedule that was used prior to 02/24/2016. Both parties agree that a 3-person minimum operation level is vital to safety and production. Once there is a major change in steam generation both parties agree to re-evaluate the manpower needs.

- 5/40 schedule will be scheduled/implemented to the Local Equalization Agreement of the Local C.B.A.
- Minimum of 3 operators per shift.
- Management has agreed to maintain a 15 Journeyperson headcount.
- 5/40 holiday schedule
- 8-hour shifts
- Low man agreement back in effect
- Vacation bookends per Demand 66 of the Local C.B.A.
- 3 "Charged Weekends" must be used with regular vacation either the day before or the day after the weekend. Charged Weekends must be logged and tracked by Powerhouse supervision.
- Pay schedule reverts to the prior 5/40 schedule per National C.B.A Paragraph 87

All C.B.A. language that does not conflict with this M.O.U. will remain in effect.

Letter 1

February 26, 2005

To: All Rolls-Royce Corporation Employees

As we enter into a new millennium, it is our fervent desire to make Rolls-Royce Corporation the premier supplier of high-quality, low-cost aircraft engines. Toward that end, we pledge our mutual support in the overall operation of all Rolls-Royce Corporation facilities. We will strive together to continuously improve safety and quality, eliminate waste, and raise productivity. We sincerely believe this partnership approach will help ensure our mutual long-term goals of increased economic gain and employment security.

While our vision of becoming the premier supplier is incumbent upon many things, there are three (3) building blocks we already possess which our customers view as adding value: The Quality Network, MSE and a soon-to-be completed world-class Training Center. All of these initiatives were developed during the last collective bargaining agreement, and while we have made progress, there is still a great deal of work to be done to achieve full implementation and success.

We are committed to making this business successful, but we cannot do it without you. We need all of you, hourly and salaried. With your involvement and support, there is no challenge our competitors can put in front of us we cannot overcome.

Letter 2

February 26, 2005

Mr. Robert Woodcock Chairman
Local 933, UAW

Re: Miscellaneous Negotiations Issues

Dear Mr. Woodcock:

Per our previous discussions during this round of collective bargaining, the Company has agreed to address the following issues:

- The Company will establish a payroll-deduction process for purchases made by employees at the Company store. This process will include minimum and maximum purchase amounts, as well as a deduction schedule. The process will be presented at a Step II meeting prior to implementation of the agreement.
- The Company will establish a process to provide tighter control of the disabled parking spaces. This process will be developed and presented at a Step II meeting prior to implementation of the agreement.
- The new labor agreement will be produced by a Union-affiliated printer selected by the Company.
- In addition to jumper cables, the Company will make portable air pumps available at Plant Security.

Sincerely,

Kevin M. Johnson Manager, Labor Relations

Letter 3

CLARIFICATION OF PARAGRAPH (80) OF THE NATIONAL AGREEMENT

February 25, 2005

Mr. Robert Woodcock Maywood Chairman Local 933 UAW
2320 South Tibbs Avenue Indianapolis, IN 46241

Dear Mr. Woodcock,

During the current negotiations, the parties discussed instances of employees scheduled to report to work on overtime and being stopped at the guard shack or in the plant prior to clocking in and having their overtime canceled. It is understood in these instances employees shall receive a minimum of four hours' pay at the proper rate, except in cases of labor disputes, or other conditions beyond the control of management.

Very Truly Yours,

Kevin M. Johnson Manager, Labor Relations

Letter 4

February 26, 2005

Mr. Robert Woodcock Chairman
Local 933, UAW

Re: Payroll Deduction-Company Stores

Dear Mr. Woodcock:

Per our discussions during collective bargaining, the Company will establish a payroll deduction process for employee purchases made at the Company Store. As was agreed, there will be a minimum purchase level of \$50 and a maximum purchase level of \$250 established for payroll deduction eligibility. It is understood the purchase amount will be deducted in equal amounts from four (4) consecutive paychecks, unless the employee requests to have the purchase amount deducted from one (1) paycheck. I anticipate having a plan fully developed and distributed within several weeks of contract ratification.

Sincerely,

Kevin M. Johnson Manager, Labor Relations

Letter 5

February 26, 2005

Mr. Robert Woodcock Chairman
Local 933, UAW

Re: Disabled Parking

Dear Mr. Woodcock:

Per our discussions during collective bargaining, the Company will initiate a new procedure dealing with our disabled parking. At the present time, our plan is to issue appropriate parking decals to our employees who have a need for disabled parking. In order to obtain a decal authorizing Rolls-Royce disabled parking, an employee will be required to present State issued documentation certifying the employee's need. We will work with the State to determine what that documentation should be.

Sincerely,

Kevin M. Johnson Manager, Labor Relations

Letter 6

February 26, 2008

Mr. Robert Woodcock Chairman
Local 933, UAW

Re: Document #1-Health & Safety

Dear Mr. Woodcock:

As we work together to move the business forward, we will strive to mutually improve communication and problem-solving abilities within our facilities. As we have agreed, we will attain better results if we quickly address issues as close to their source as possible. This strategy holds true for Health & Safety. Therefore, while we have left Document #1 intact, it is understood that Health & Safety issues that cannot be resolved expeditiously should be promptly brought to the attention of the Director responsible for the area involved. This should be done by any member of the Joint Health & Safety Committee.

Sincerely,

Kevin M. Johnson Manager, Labor Relations

Letter 7

February 26, 2008

Mr. Robert Woodcock Chairman
Local 933, UAW

Re: Document #5-Joint Funds

Dear Mr. Woodcock:

This letter will serve as confirmation of our agreement to amend Document #5 to reflect the following:

- The parties agree the Key 4 will have final authority to approve any expenditure of funds.
- Submission of a completed Local Joint Training Fund Authorization Form will no longer be submitted to the International UAW Funding Representative for approval.
- Necessary audit procedures will be handled through the offices of Region 2-B, UAW.

Sincerely,

Jeff Handy
Manager, Labor Relations

Letter 8

February,26, 2005

Mr. Robert Woodcock Chairman
Local 933, UAW

Re: Outsourcing and Sub-Contracting

Dear Mr. Woodcock:

During the current negotiations the parties have discussed a number of issues with regard to Outsourcing and Sub-Contracting without proper notification to the Union. While there appear to be adequate procedures in place to allow us to make prudent business decisions regarding these subjects, the Company believes our process could be further enhanced with more frequent communications. Therefore, the Company will immediately establish quarterly review meetings in support of our Outsourcing and Sub-Contracting procedures. The Vice-Presidents of Operations, Engineering and Purchasing, the Union Shop Committee and members of the Labor Relations Staff will participate in the reviews.

In addition, a new form has been developed for use when sourcing is contemplated. The company assures the Local Union that this form will be completed and given to the Union prior to any outsourcing. This is applicable in all cases.

Sincerely,

Kevin M. Johnson Manager, Labor Relations

Letter 9

February 25, 2005

Mr. Robert Woodcock Maywood Chairman Local 933 UAW
2320 South Tibbs Avenue Indianapolis, IN 46241

Dear Mr. Woodcock,

During the current negotiations, it was agreed that the parties shall jointly determine the training requirements for supervisors responsible for Powerhouse operations. The requirements shall be developed within six (6) months of ratification and then training will be scheduled. It is Management's intent to have the employees and supervisors working together prior to the initiation of projects.

Very Truly Yours,

Kevin M. Johnson Manager, Labor Relations

Letter 10

February 25, 2005

Mr. Robert Woodcock Maywood Chairman Local 933 UAW
2320 South Tibbs Avenue Indianapolis, IN 46241

Dear Mr. Woodcock,

During the current negotiations, the parties agreed that the chairperson of the Bargaining Unit (or designee) and the Vice President of Quality Assurance will meet as required to discuss quality issues, initiatives, bargaining unit quality concerns and upcoming audits.

Very Truly Yours,

Kevin M. Johnson Manager, Labor Relations

Letter 11

February 26, 2005

Mr. Ron Gettelfinger
Vice President and Director Aerospace Department International Union, UAW
8000 East Jefferson Avenue Detroit, Michigan 48214

Dear Mr. Gettelfinger:

During the 2000 negotiations, the parties discussed the possibility of the Company adopting a Rolls-Royce Stock Purchase Plan for Rolls- Royce employees located in North America. The parties agreed that employees represented by the Union will be eligible to participate in the Rolls-Royce Stock Purchase Plan under the terms and conditions established by Rolls-Royce for its employees in North America. The parties further agree that Rolls-Royce North America will retain the right to modify and/or terminate the Rolls-Royce Stock Purchase Plan at its discretion upon proper notification to the plan participants including employees represented by the Union.

Very truly yours,

Kevin M. Johnson Manager, Labor Relations

Letter 12

February 26, 2005

Mr. Ron Gettelfinger Vice President & Director Aerospace Department
International Union, UAW 8000 East Jefferson Avenue Detroit, Michigan 48214

Dear Mr. Gettelfinger:

After a thorough review of the specific situation here at Rolls-Royce Corporation, the parties have agreed to identify a local source to administer our Legal Services Plan. This will require a transition period, during which time the services specified within the current Legal Services Plan will continue in full force and effect. Prior to implementation of the new administrator, the Plan will be reviewed and agreed to by the Local Union.

It is understood that any changes to the existing Legal Services Plan negotiated between the UAW and General Motors during the 1999 collective bargaining will be incorporated into our Plan.

Very truly yours,

Kevin M. Johnson Manager, Labor Relations

Letter 13 Deleted

Letter14

February 26, 2005

Mr. Robert Woodcock Chairman
Local 933, UAW

Re: Annual physicals Dear Mr. Woodcock:

During the current negotiations, it was agreed that management will make available an annual physical to employees in the maintenance trades. Also, the Experimental Aircraft Engine Test Mechanic classification when the nature of their work exposes them to hazardous oils and fluids. These physicals will be voluntary and include blood work, x-rays, eye test and respiratory test.

Sincerely,

Kevin M. Johnson Manager, Labor Relations

Letter 15

February 26, 2011

Mr. David Atwood Chairman
Local 933, UAW
2320 South Tibbs
Indianapolis, Indiana 46241

Re: CMM Calibration

During the current negotiations, the parties discussed at length the use of Rolls-Royce Corporation Skilled Trades for the calibration of CMMs. The parties agree that the calibration of CMMs should be performed by in-house Skilled Trades. However, there are current conditions that make use of in-house resources uncompetitive to perform calibrations on specific CMMs. The parties pledge to continue to investigate and make all necessary changes to allow in-house Skilled Trades to competitively complete all CMM calibrations. Once a business case demonstrates that in-house Skilled Trades can competitively perform these calibrations, the Company commits to invest in the training and equipment necessary to complete these tasks.

Sincerely, Jay Bennett
GTSC Human Resources

The following is a list of forms most currently in use at Rolls-Royce Corporation. It is understood that deletions, revisions, and additions may be appropriate during the life of this agreement. These forms may be obtained from your supervisor or clerk.

Form Number	Form Name
F-8868	Application Cancellation Form GT-11336 Application for Flow Rights GT-11337 Application for Recall Rights
GT-8389	Application for Transfer-Production GT-8389L Lateral Form
GT-10078	Apprentice Request Form Training and Tools GT-10079 Authorization for Back Pay
DDP	Automatic Deposit Authorization GT-10077 Bereavement Pay
DDP	Deposit Authorization Cancellation
GT 12012	Employee Personal Data (Change of Address and Emergency Information)
F597	Employee Inter-Department/First Aid Pass F-1591 Employee Irregular Hour Pass
W-4	Federal Withholding Allowance
753	Formal Leave of Absence
GT-11537	Permanent Shift Preference Designator GT-11058 Plant Preference Production
GT-6686-1	Re-Entry Application
F-807	Request for Time Off (Informal Leave)
GT-11416	Shift Preference Request
8793	Skilled Trades Application (Journey person)
GT-3682	Skilled Trades EIT Application
GT-9546	Skilled Trades Plant Transfer Application WH-4 State Withholding Allowance
GT-11459-1	Time Off Request
GT-10077	Verification of Jury Duty
GT-10083	Verification of Military Training Duty
GT-11130	Demand 10 Form

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Demand No. 1

The Union demands that vacation time be useable in four (4) hour increments upon demand, with pay at time of use.

Settlement:

This demand is resolved on the basis that vacation time off may be used in varying increments. It is understood that the efficient operation of the business must be the determining factor when vacation time off is granted.

Demand No. 2

The Union demands that all Rotor-Clones be put on a preventive maintenance on a weekly basis and if they malfunction in between maintenance checks, they be shut down until fixed.

Settlement:

Under current operating conditions, wet Roto-Clones are on a preventive maintenance schedule of once every two (2) months. Additionally, certain specified units are inspected more frequently, based on historical performance. Supervision will be instructed that should conditions warrant; a malfunctioning Roto-Clone will be shut down until repaired.

Demand No. 3

All skilled trades classifications to have clear cut Lines of Demarcation, negotiated by the parties, and they be subject to negotiations at any time a problem arises.

Settlement:

Lines of Demarcation Applicable to Skilled Trades.

Recognizing that it is impractical to operate the plant, and maintain a stable work force by strictly confining employees to job assignments within their classification, and that it is the intent to work employees within the job requirements of their classification wherever and whenever possible, and that consistency in the assignment of employees in all plants must be the final objective, it will be the policy of Management to take necessary steps to correct inconsistencies that currently exist or that arise in the future to bring a satisfactory working arrangement to both inherent part of any of the job classifications that exist in the current Local Wage Agreement, such work will be designated to an existing classification and future assignments will be made in a consistent manner. Questions that arise relating to the job requirements of a classification, will be called to the attention of Labor Relations and after investigation, a decision will be made to resolve the question.

Demand No. 4

The Union demands that the E.I.T. and E. I. T. S. be signed up for school on company time the same as the Apprentices.

Settlement:

Under current operating conditions, this matter is currently being applied uniformly.

Demand No. 5

The Union demands employees make application for Skilled Trades job under Paragraph (153) of the National Agreement, be given a duplicate of the application, and be allowed to obtain information relative to the status of their application from the Personnel records section.

Settlement:

Any employee making application for a Skilled Trades classification shall be given a copy of the application. Any employee having such an application in shall be advised of the status of their application at any time upon request. Should additional information regarding the employee's qualification become available, it shall be the employee's responsibility to advise Management so that his status can be maintained on a current basis.

Demand No. 6

The Union demands that Management put all Gage, Fixtures and tools supplies in the Tool Cribs for job classification, Crib Attendant to do.

Settlement:

This demand resolved on the basis that perishable tooling (such as inserts, drills, cutting tools, seats, etc.) currently maintained in departmental storage areas greater than a normal daily operating float will be returned to the tool cribs for storage.

Demand No. 7

The Union demands that Skilled Tradesmen working in Central Tool Machine Repair Crib be replaced by Attendant Tool Stores.

Settlement:

Stock items handled by General Stores will not be purchased or stocked in the Central Machine Repair Crib.

Demand No. 8

Maintenance and Machine Repair employees on jobs away from their respective shops must be allowed to leave their work area 15 minutes prior to the end of their shift, to return tools to the crib, make out time tickets and clean up.

Settlement:

Employees whose assignments involve work away from their respective department will be scheduled in such a manner as to allow necessary time for the purposes of returning tools and equipment to the departmental area at the close of the shift.

Demand No. 9

The Union demands that E.I.T. be provided tools that will be charged by the department being serviced.

Settlement:

This demand is resolved on the basis that if an E.I.T. employee needs a specialized tool (i.e. other than basic hand tools) to perform their job and it is available in a crib, that employee will be allowed to requisition that tool from the crib.

Demand No. 10

The Union demands that any skilled trades employee having seniority who is desirous of changing areas or zones of job assignment, may make application to his foreman in writing stating the area he prefers, having made application the employee will be placed on an opening in his classification in the preferred area, or failing that he will bump the youngest seniority employee in his classification in that area. Employees, who are granted transfers to a preferred area, may not make application for further such job transfers within a period of six (6) months. Employees who are granted transfers under this agreement shall be assigned to the new area, not later than the 2nd Monday following the date of submission of written request.

Settlement:

This demand is resolved on the basis that Journeymen or Employees –In-Training Seniority in Depts. 0528 and 0535 may make application in writing to their supervisor for an opening within their department, shift and classification. Applications to be considered for areas of primary job assignment will be subject to the following conditions:

1. The employee must be capable of performing the job opening which occurs.
2. Employees will use the application process outlined in the Local Transfer Agreement.
3. It is understood that the assignment of newly graduated apprentices will not be considered vacancies for the purpose of this procedure.
4. If there is more than one applicant for a classification, and an opening occurs, the applicant with the greater seniority will be given preference for the transfer.

Demand No. 11

The Union demands that Management stop hiring Journeymen skilled trades from the street.

Settlement:

Management intends to fill Skilled Trades vacancies from a variety of sources, including Employees-In-Training. Apprentices and Journeymen/ women. The extent to which any specific source is utilized will depend upon the need for various skills in the Skilled Trades workforce. The amount and timing of project and development work, and the availability of fully qualified Journeymen to train trainees for either the Apprentice or EIT program. Management intends to fully utilize the Rolls-Royce Corporation/UAW Apprentice Program and the Employee-In-Training Program as the primary source of future Skilled Trades Journeypersons at this division.

Demand No. 12

The Union demands outside service representatives should be met in front lobby by tradesman that is assigned to particular job and escorted by tradesman to the job site. Service Representatives should not be allowed to bring any tools in n the manufacturing plant.

Settlement:

This demand is resolved on the basis that Management will implement a new procedure where specific Plant Engineering, Engineering and Quality Engineering personnel will be designated in Plant 5 and Plant 8 to evaluate the vendor services being requested and to coordinate appropriate trades as required through the trade's supervisors. When a date is established for arrival of the service technician, the Floor Service Engineer, Engineering Coordinator or Quality Representative will alert the appropriate Manufacturing Services/Plant Engineering or Quality Supervisor who will coordinate the specific activities of the service representative and who will assign appropriate support in accordance with Local Demand Settlement No. 286.

Demand No. 13

The Union demands Rolls-Royce Corporation provide air and electric service in all workstations on the assembly floor dropped from the overhead.

Settlement:

Management will install overhead air and electrical drops on the Plant #8 north assembly floor in areas where needed and practical.

Demand No. 14

The Union demands that Management provide a set of prints for all Stace-Allen chucks now used at Rolls-Royce Corporation, Plants #5 and #8, so all work aids can be constructed.

Settlement:

Management shall provide the parts list and service manuals on models of Stace-Allen chucks in use at Rolls-Royce Corporation as requested.

Demand No. 15

The Union demands that the Machine & Equipment in gear Department 0854 at Plant #8, be rebuilt or new equipment be bought.

Settlement:

Granted.

Demand No. 16

The Union demands that no skilled employees be forced to move their large construction carts by hand.

Settlement:

During the discussion of the safety issues associated with moving large construction carts from one job site to another or to and from maintenance areas, the parties agreed that employees will not be required to move these carts by hand under these circumstances.

Demand No. 17

The Union demands that safe equipment must be made available for use by Machine Repair/Equipment Builder and Millwrights, to work on machines of great height.

Settlement:

This demand resolved on the basis of the understanding that Management will continue to provide safe working equipment.

Demand No. 18

The Union demands that the E.I.T (Employee-In-Training) Program be upgraded.

Settlement:

This demand is resolved on the basis that Management and the Union have agreed to a pilot program in which selected hourly workers, Union Representatives and Management Representatives would serve on committees to develop specific recommendations for E.I.T.'s. The results of the committees' work will then be evaluated by Management and the Shop Committee for possible adoption. It is understood that this settlement is without prejudice to the position of the International Union, UAW.

Demand No. 19:

The Union demands preventive maintenance on electrical distribution to be reestablished and kept current with past practice.

Settlement:

Management will continue with the current practice which is in accordance with industry standards.

Demand No. 20:

The Union demands floors and walls be repainted in the Powerhouse after gas conversions are done.

Settlement:

Granted

Demand No. 21:

The Union demands that management formulate a concrete procedure, which will include criteria for the calling in or outside service representative, i.e. "Factory men" to repair machines. These procedures should include the exhausting of all available in-plant assistance, fellow tradesmen, engineers and calling the factory service center, before requesting outside assistance.

Settlement:

It is management's intent to maintain and repair the machinery at Rolls- Royce Corporation with its own skilled trades resources. There are, however, instances where external assistance is required in the repair of equipment. Prior to calling-in external resources management will attempt to repair the equipment with its own resources available on the shift, including talking to the manufacturing service desk prior to calling- in outside support.

It is important that both parties recognize that in a few instances where service representatives are difficult to schedule, arrangements maybe made prior to exhausting all Rolls- Royce Corporation skilled trades avenues in order to get on the service list, which can always be cancelled later. In addition, management will issue both written factory guidelines and "escort only" badges to all factory representatives prior to entering both plant 5 and plant 8, and after signing in, the appropriate tradesperson will be sent to pick up and escort the factory representative to the job site.

Demand No. 22:

The Union demands that Management repair and sand blast room at Plant #8. Repair should also include air supply system for breathable fresh air. Management is circumventing our overtime by outsourcing all sand blasting.

Settlement:

Management will repair the plant 8 sand blast room's ventilation system. If the ventilation system requires replacement further discussions will be held with UAW officials.

Demand No. 23:

The Union demands that all water fountains have a replaceable filter installed and serviced on a preventative maintenance schedule.

Settlement:

Management agrees to install replaceable filters on water fountains which are designated to remain after the completion of Project Evolution.

Demand No. 24:

The union demands that the toolbox allowance be increased for apprentices.

Settlement:

This demand is resolved on the basis that management will provide toolboxes for all entering apprentices, with the exception of the carpenter classification. It is understood that carpenters will continue building their own toolbox as a part of the carpenter apprenticeship.

Demand No. 25:

The Union demands that if an area needs to be taped off or secured for safety reasons that the Millwrights will be assigned to do this work.

Settlement:

It is managements intent to provide a safe working environment, while maintaining the efficiency of the operations. Therefore, the taping off or securing of any work area will be the responsibility of the classification performing the work.

Demand No. 26

The Union demands all lights be turned on and off by the Electrical classification.

Settlement:

In the shutting down and startup of operations for weekends and holidays, the turning off and on of lights in those areas under dispute will remain the primary job of employees in those classifications previously charged with that responsibility.

Demand No. 27

The Union demands that an updated job description be negotiated for the classification Auto, Truck and Trailer Repair.

Settlement:

The parties agree that the repair of electric and gas-powered wheeled vehicles shall be performed by employees assigned to the Auto, Truck and Trailer Repair Mechanic classification. The repair of the battery charger within the electric vehicle shall continue to be performed by employees assigned to the Electrician classification.

Demand No. 28

The Union demands that the replacement of bulbs in comparators and the calibration of comparators in the Rolls-Royce Corporation will be assigned to the Machine Repair/Equipment Builder classification.

Settlement:

This demand is resolved on the basis that the replacement of "screw- in" type comparator bulbs will be considered the normal assignment of employees classified Machine Repair/Equipment Builder. Mechanical calibration and adjustment of instruments will continue to be the assignment of the Instrument Repair Mechanical classification. The replacement of comparator bulbs involving high voltage and power packs, as well as the adjustment and replacement of electrical components will be assigned to the Electrician classification.

Demand No. 29

The Union demands that the classification Electrician install and repair the Rolls-Royce Corporation telephone system.

Settlement:

During the discussion of this demand, Management stated that there were currently plans within Rolls-Royce Corporation extensively revise the telephone systems. The parties agree that when these systems are implemented, the subject of who installs and maintains the system will be subject to further discussion between the parties for resolution of the issues involved.

Demand No. 30:

The Union demands that Management provide a suitable area for the electrical trade to rebuild motors, make panels, etc. This area should have overhead crane, heat, air conditioning, and be quiet enough for working without ear protection. This area should be large enough for at least 20 men, their toolboxes, and their work projects.

Settlement:

Management will provide a suitable area for electricians to perform work that is assigned to that trade.

Demand No. 31:

The Union demands that laptop computers be issued to Journeymen electricians with appropriate software installed, so they can trouble shoot the machine controls more effectively. With respect to Local Demand #295, the laptop computers were bought but never made available to the electricians nor did they have appropriate software installed.

Settlement:

This demand is resolved on the basis that management will continue to abide by local demand settlement number 295. In addition, managements will update and install new software on all three lap top computers.

Demand No. 32:

The Union demands that all electrical cabinets, cabinet modules, control cabinets, UMAX, cabinets, strain gauge excitation modules, black boxes, etc., whether permanent, portable, or temporary, be assigned to the Electricians.

Settlement:

This demand is resolved on the basis that the above listed concerns belong to the bargaining unit.

Demand No. 33:

The Union demands that all WK5 and WK7, BNC jumper, etc., type cables/harnesses new and reworked be properly assigned to the Electricians.

Settlement:

This demand is resolved on the basis that WK5 and WK7, and BNC jumper cables/ harnesses, new and reworked, belong to the Electrician job classification.

Demand No. 34

The Union demands that Management install a hoist capable of lifting the Rotary Table in a safe manner.

Settlement:

Management will determine the appropriate hoist to install in department 1530, Tool Room.

Demand No. 35

The Union demands all Fixtures and Gages be checked by the proper skilled classification, before being sent to the floor.

Settlement:

Under current operating conditions, proper skilled classifications will continue to have an input into whether first piece part acceptance constitutes satisfactory verification of all fixtures. It is also recognized that under current operating conditions the present practice of 100% verification of gages will continue.

Demand No. 36

The Union demands that gages and fixtures being sent from Plant #5 to the Plant #8 tool room for rework, be checked by department #0531 employees classified Inspector, Tool Die & Fixture.

Settlement:

This demand is resolved without prejudice on the basis that under existing conditions, the employees classified as "Inspector, Tool, Die, Fixture & Gage" in department #0831 will be placed in department #0531 and a department #0531 satellite crib manned by the classification "Inspector, Tool, Die, Fixture & Gage" will be established in Plant #8 to inspect Tools, Gages and Fixtures being reworked, rebuilt or maintained in the Plant #8 Tool Room. Should conditions change, this issue will be subject to further discussion between the parties. This settlement is not intended to change the practices with respect to which jobs are to be inspected.

Demand No. 37

The Union demands that all "T" tooling, now being inspected by Department #0819, Parts Inspectors; be inspected by the classification of Tool, Die, Fixture & Gage Inspector.

Settlement:

This demand is resolved on the basis that any "T" tooling now being inspected by 0819 Parts Inspectors will be inspected in the future by the classification of Inspector, Tool, Die Fixture & Gage. Any parts issued on "T" prints will continue to be inspected by Inspector, Parts.

Demand No. 38

The Union demands that Department Supervisors and Job setters stop circumventing Tool & Die Maker work by getting the tool prints and taking them to the Toolroom to get the work done. This work to be done only by the Tool & Die Maker classification.

Settlement:

The general Job Requirements of the Tool & Die Maker classification are: Makes complex non-repetitive setups on a variety of machine tools to machine first run production parts. Locates and corrects tool trouble and routing errors. Positions, aligns, and adjusts a variety of locating fixtures, dies, jigs, etc., in accordance with prescribed specifications. Operates a wide variety of machine tools, analyze tool trouble, improvises setup changes and recommends routing changes until parts are produced which meet quality requirements. Adjusts, repairs, and reworks tooling, sharpens cutting tools, etc. as required. Uses a variety of general hand tools and precision measuring instruments. These job requirements describe the duties of the classification in general terms only. The requirements do not necessarily include all of the duties of the classification, nor do the employees in the classification necessarily perform all of the duties described. Tool Engineers will be advised that the foregoing is properly Bargaining Unit work.

Demand No. 39

The Union demands that the 0827 Materials Lab machine shop contract labor people and salary be replaced at once with Bargaining Unit people.

Settlement:

The parties agree that when complete sets of test hardware are to be produced in the Research Lab Machine Shop or the Material's Lab Machine Shop mutually selected bargaining unit employees assigned to the "Tool and Die Maker" classifications will be borrowed into these shops to work with the Salaried Technicians in the design and fabrication of such hardware. It is understood that these employees may be responsible for all operations required to complete test hardware whether such operations are completed within the shops in question or in the Model Shop. Parts for production or development engines and fixtures to produce these parts will not be fabricated in these shops.

Demand No. 40

The Union demands that a Tool & Die Maker be placed in the Met. Lab.

Settlement:

This demand focuses on union requests to transition certain work historically performed by salaried employees to bargaining unit employees. This demand is resolved on the basis that management and the Union will jointly implement the terms of Local Demand Settlement No. 323. In so doing, within 30 days of notification of ratification of the 1997 Corporation/UAW Local agreement, a team of management and the union will establish the guidelines for determining what constitutes complete sets of test hardware, and a procedure by which the union is notified that a need exists to borrow a tool and die maker. Additionally, the parties will agree as to where the tool and die maker is drawn from when work requiring their skills is needed by the Research or Materials Lab.

If, after having gone through this process, the parties feel that the spirit of Local Demand Settlement No. 323 is not being adhered to, a jointly selected Tool and Die Maker will be assigned to evaluate the work associated with complete sets of test hardware for a maximum 30-day period.

Demand No. 41:

The Union demands that the new Unit-Graphics Program, used to develop from a solid model, such as tubes, brackets, etc., be provided to the plant #8 Model Shop.

Settlement:

Under current operation conditions Rolls-Royce Plc is seeking a global solution for engineering software and it is management's intent to provide plant 8's Model Shop with the latest software subject to funding.

Demand No. 42

The Union demands that Management train Tinsmith classification in the installation and maintenance of rubber roofing materials in order to keep abreast of new technology in this area.

Settlement:

This demand is resolved on the basis that a group of Plant 5 Tinsmiths will continue to be trained in the installation and repair of roofing systems.

Demand No. 43

The Union demands that the Sheetmetal tradesmen of Department 0881 be taught the safe handling, repair and fabrication of carbon fiber.

Settlement:

This demand is resolved on the basis that Management will provide safe handling instructions to any employee required to work with carbon fiber.

Demand No. 44

The Union demands that Skilled Trades employees will be assigned to work which properly falls within their respective classification.

Settlement:

This demand is resolved on the basis that Management will continue to assign Skilled Trades employees to work which properly falls within their respective classifications.

Demand No. 45

The Union demands that Propellers be installed by the classification of Test Mechanic.

Settlement:

This demand is resolved on the basis that the installation of slave propellers on Experimental Prop Stands will be performed by employees assigned to the "Experimental Aircraft Engine Test Mechanic" classification. Engineers or Technicians may assist in the installation if engineering observations are required.

Demand No. 46

The Union demands that Experimental Aircraft Engine Test Mechanics will operate all gearbox test stands and keep the log at all times at Plant #8

Settlement:

This demand is resolved on the basis that Experimental Aircraft Engine Test Mechanics will be trained to operate all Gearbox Test Stands when such stands are operated on endurance. The parties understand that E.A. E.T. M. will install and remove the gearbox to be tested, operate the Gearbox Stand and maintain the log when the test begins the endurance mode. Further, the parties understand that this settlement applies to all gearboxes being tested.

Demand No 47

The Union demands that Management give each Experimental Engine Test Mechanic his company supplied toolbox and tools, free and clear.

Settlement:

Current active employees transitioned from a production classification to the apprentice classification of Experimental Aircraft Engine Test Mechanic in departments 0873 and 0874 shall be considered for the following:

Based on a tool inventory list dated 3-27-84, affected employees shall have the tools on this list transitioned to them that they have in their possession. This includes the toolbox. It is understood that this demand settlement will not be the basis of replacing any tools the employees do not have. This is simply a transfer of tooling on hand from the inventory list.

Tax consideration will be investigated by Management and employees will be informed of any impact prior to them accepting the tools.

Demand No. 48

The Union demands "D" facility at Plant #8 be operated by Bargaining Unit employees instead of Salary Technicians.

Settlement:

This demand is resolved on the basis that removal, installation, and repair of the workhorse engines in Facility "D" will be assigned to the Experimental Aircraft Engine Test Mechanics.

Demand No. 49

The Union demands that the requirement of A&P license for Assembler, Final Aircraft and Test Mechanic, be rescinded.

Settlement:

This demand is resolved on the basis that the license requirement will be reduced to Powerplant Mechanic only, rather than the full "A&P" as before. This requirement will be included in the Apprentice Training Program for the newly created "Experimental Aircraft Engine Test Mechanic" classification.

Demand No. 50:

The Union demands that all Test Cells at Plant #8 be ran by hourly operators regardless of what the Test Cell is running.

Settlement:

This demand is resolved on the basis that Experimental Aircraft Engine Test Mechanics will in addition to pre-existing conditions; The EAETM's will be trained to operate any test stand (excluding equipment/ stands in labs) that run manually-controlled endurance tests and will operate these stands during the endurance test including the maintaining the log once the test begins the manual endurance mode. Any newsstands will have prior discussion before determining whether EAETM's or Salary Technicians will operate the test stands in endurance mode stand.

Demand No. 51:

The Union demands that all installation of rigs or engines on Plant #8 Test Cells and the hook up of all attaching hardware and instrumentation be performed by Experimental Engine Test Mechanics.

Settlement:

This demand is resolved on the basis that Experimental Aircraft Engine Test Mechanics will in addition to pre-existing conditions; become responsible for the mechanical rigging of the Lift fan lube, gearbox, TC841 and shaft rigs, including the mechanical removal of the test article. (The installation and removal of instrumentation on test articles will remain the responsibility of the salary technician)

Demand No. 52:

The Union demands that when an Experiment Engine is running over a weekend or Holiday on Automatic Mode, that the E.A.E.T.M. classification perform all work if the engine stops running and requires someone to cock century valve and other duties to restart engine.

Settlement:

This demand is resolved on the basis that management agrees to assign E.A.E.T.M. classification to cock century valve on experimental engines. It is not management's intent to replace bargaining unit employees with salary employees in performing bargaining unit work, and any repeated violations should be handled through the grievance procedure.

Demand No. 53

The Union demands that the Plant #5 Powerhouse, the Switch Gear, Fireman and Basement Operations: be assigned equally between employees.

Settlement:

This demand resolved on the basis that the recent changes in employee assignments in the Plant #5 Powerhouse have helped to alleviate this condition. The assignment of employees is necessarily subject to all circumstances and conditions in effect at the time. Employees will not be purposefully assigned to undesirable job assignments on a continuing basis solely for punitive purposes. Questions concerning employees' assignments for training purposes are properly directed to the appropriate Powerhouse supervision for resolution.

Demand No. 54

The Union demands that all chemicals in the plants be stored in a designated area, so marked.

Settlement:

This demand is resolved on the basis that a storage room is provided at the Plant #5 Powerhouse for the storage of caustic chemicals. Appropriate warning signs will be posted at that facility. Additionally, a deluge shower is provided. The problem described by the parties at the Plant #8 Powerhouse has been resolved.

Demand No. 55

The Union demands that Powerhouse Personnel be furnished insulated clothing and boots and anyone else required to work outside.

Settlement:

This demand is resolved on the basis that powerhouse and maintenance employees whose normal work assignment may include outside work are expected to provide their own appropriate work clothes. However, three sets of insulated coveralls will be placed in each powerhouse, in crib #7, and Plant #8 maintenance office to be used by powerhouse employees and maintenance employees when unanticipated changes in either the weather or the employee's job assignment requires that he or she work outside during inclement weather.

Demand No. 56

The Union demands that seven (7) day continuous operator employees whose schedules are normally posted, especially their days off; not be changed for any reason, (except Local Shift Preference Agreement applications).

Settlement:

This demand resolved on the basis that any problems which may arise as a result of this settlement will be referred to Labor Relations for corrective action.

Demand No. 57

The Union demands that Management abide by Local Demand Settlement No. 347, regardless of manpower or job size inside the four walls of the Powerhouse.

Settlement:

Local Demand Settlement No. 347 adequately addresses this issue. It is understood that the Powerhouse does not relinquish the right to maintain a piece of equipment, even though Maintenance trades are utilized for repair or modification of such equipment.

Demand No. 58

The Union demands that the General Maintenance work in the Powerhouse be assigned to the proper classification.

Settlement:

The work of housekeeping in the Powerhouses is primarily the responsibility of the Custodial Services classification. Under current operating conditions, additional Custodial Services employees will be assigned to the Plant #5 Powerhouse to perform such work. Additionally, it is recognized by the parties that good housekeeping requires the attention and cooperation of all employees to facilitate favorable working conditions.

Demand No. 59

The Union demands that all employees in the powerhouse report to one Supervisor per shift.

Settlement:

This demand is resolved on the basis that powerhouse employees will report to only one supervisor at a time.

Demand No. 60

The Union demand that an air-conditioned soundproof work center, be installed in the Powerhouse.

Settlement:

An air-conditioned soundproof center has been provided in the Plant #5 Powerhouse.

Demand No. 61

The Union demands that three classified Stationary Engineer Powerhouse employees be assigned on each shift, in each Powerhouse at all times.

Settlement:

Powerhouse schedules are determined based on the circumstances anticipated at the time. Assignments will be made consistent with recognized safety practices.

Demand No. 62

The Union demands that the training in the Powerhouse be improved, and more schools be made available cause of equipment and technology changes.

Settlement:

An hourly training coordinator has been assigned to identify training needs for the Powerhouses at Plants 5 and 8.

Demand No. 63

The Union demands that all high voltage splicing be performed by electricians, currently being done by Powerhouse.

Settlement:

The demand is resolved on the basis that the SEPH classification will continue to be responsible for high voltage splicing and termination work in powerhouse-controlled areas. High voltage splicing and termination responsibility properly belongs to the Electrician classification in all other areas.

Demand No. 64

The Union demands that any time any new type of equipment or alarms is installed in the Company, that the Powerhouse has to service, that all employees be informed of said equipment at time of installation and trained on how to service this equipment.

Settlement:

This demand is resolved on the basis that Powerhouse personnel will be informed of and trained on all new alarms and equipment that is their responsibility to monitor and service.

Demand No. 65

The Union demands that seven day continuous operation employees be given shift preference the same as other classifications and their schedules not be changed after an AVO is submitted.

Settlement:

This demand is resolved on the basis that seven-day continuous operation employees will be given shift preference in accordance with the Local Shift Preference Agreement and the schedule will not be changed because of a shift preference move.

Demand No. 66

The Union demands that Sunday be given off to all 7-day continuous operation employees before their scheduled vacation time off.

Settlement:

Seven-day continuous operator employees who apply for and obtain approval for full week vacation, will have the option of taking the weekend immediately preceding and immediately following their vacation period off.

Demand No. 67

The Union demands the pipes be painted to code, walls, floors, ceilings and all levels painted in the powerhouse.

Settlement:

Powerhouse will be painted and will be completed as priorities permit.

Demand No. 68

The Union demands that due to the inherent dangers involved with electricity and steam that the work be performed with a minimum of two employees for safety reasons.

Settlement:

This demand is resolved on the basis that work on electricity and steam should be assigned according to the number of people required to do the job. Safety concerns should be handled on an individual basis. If an employee has a safety concern, he/she should make the concern known to his/her Supervisor and Committeeperson. If the Supervisor and Committeeperson are unable to resolve the issue, the Safety Department should be contacted.

Demand No. 69

The Union demands that benefits for Continuous Operators, i.e. sick pay, vacation, company paid life insurance, etc., be based on a 48-hour (52 hour paid) work week.

Settlement:

During the 2005 negotiations Rolls-Royce and the UAW had extensive discussions on continuous operators. The parties have agreed that continuous operator's sick pay benefits will be based upon a 48, straight time, hour work week.

Demand No. 70:

The Union demands that all SEPH employees receive 40 hours of training on Intellution to include all phases and programming.

Settlement:

Management will provide Intellution training for appropriate SEPH employees.

Demand No. 71:

The Union demands the locker rooms at Plant #8 Powerhouse be repainted, retiled and a new light fixture installed.

Settlement:

This demand is resolved on the basis that management will provide a new light fixture for plant 8 powerhouse locker room.

Demand No. 72:

Powerhouse: The Union demands that when outside contractors and/or skilled trades people work on powerhouse equipment or their associated auxiliaries, that a Stationary Engineer be assigned to them. This should be done to avoid injuries due to lack of familiarity.

Settlement:

This demand is resolved on the basis that management will only assign a SEPH with skilled trade when there is a safety reason or when SEPH will add value to the process.

Demand No. 73:

The Union demands that Stationary engineers be assigned to work with outside contractors and factory service technicians, when brought into Powerhouse for service or other maintenance work.

Settlement:

With respect to outside contractors working on powerhouse equipment within the powerhouse at plant 5 & 8. Management will assign a SEPH to work with the outside contractors with the exception of the Gen-set gas turbine engines and software updates associated with the Gen-sets including the Co-Gen units.

Demand No. 74:

The Union demands that all Stationary Engineer personnel must receive proper High Voltage safety training within a reasonable time frame upon entering the Powerhouse.

Settlement:

Management will establish an update course to all SEPH employees, this will ensure all SEPH employees have proper high voltage safety training.

Demand No. 75:

The Union demands that more schooling and updated training be provided to the SEPH employees.

Settlement:

Training will be provided as needed to assure efficient operation of the Powerhouse.

Demand No. 76

The Union demands that the Millwrights shop on the DPC dock either be expanded or moved.

Settlement:

Management will make the obsolete tooling crib located next to the Millwright shop available for the Millwrights.

Demand No. 77

The Union demands that the Lines of Demarcation be negotiated for Crib Attendants and Millwrights moving bins and shelving in the crib.

Settlement:

The moving of bins and shelving from one crib or location to another crib or location belongs to the Millwright classification. The moving or rearranging of bins or shelving within the crib belongs to the crib attendant classification. The Millwright classification will be used within the crib when the bins cannot be moved safely by hand.

Demand No. 78

The Union demands that all fencing be installed and maintained by the Millwright classification.

Settlement:

The maintenance and installation of fencing will be performed by the Millwright classification. It is understood by the parties that this understanding does not circumvent the applicable provisions of the National Agreement.

Demand No. 79

The Union demands that all moving of all furniture and all office equipment be performed by the classification of Millwright.

Settlement:

This demand resolved on the basis that office furniture will be moved by the Millwright classification.

Demand No. 80

The Union demands that hanging of all hoists, adjustment and hanging of nut runner balancers be assigned to the Millwrights classifications.

Settlement:

The hanging of hoists as it is performed in other areas of the plant is the proper assignment of the Millwright trade. The changing and adjustment of gang type nut runners and balancers attached thereto is the assignment of the proper Maintenance trade. The changing and adjustment of balancers which require no special tools, equipment or skills remains as a production task.

Demand No. 81

The Union demands that all dust collection and disposal be performed by Water Waste Operator/ Maintenance classification.

Settlement:

This demand is resolved on the basis that it is the responsibility of Water Waste Operator/ Maintenance employees assigned to the Water/ Waste Plant to handle and dispose of all dust after it has been confirmed to be hazardous waste.

Demand No. 82

The Union demands an employee classified Water Waste Operator/ Maintenance be assigned to Plant #8 on all three shifts.

Settlement:

The parties recognize that Water & Waste Treatment operations performed at Plant #8 are minimal. Under current operating conditions the analysis of Plant #8 process water supply and discharge water and plating room pump outs will be performed by Plant #5 Water Waste Operator/ Maintenance.

Demand No. 83

The Union demands that the requirement for a State Certification for a Water and Waste Treatment Operator be rescinded.

Settlement:

The requirement for State Certification of Water Waste Operator / Maintenance is amended to state that employees must have successfully completed IVY Tech course number 7963 titled "Plant Operation Three Industrial" or a comparable course prior to assignment in subject classification. The applicant who satisfies the above requirements will be placed in an opening in accordance with the applicable agreements. Thereafter, employee must pass State Certification at the next scheduled State Certification test after completing one year of work in the classification.

Demand No. 84

The Union demands that the swing shift on seven (7) day operations, be discontinued at once.

Settlement:

Employees classified Water Waste Treatment Operator/ Maintenance will not be assigned to swing shifts, unless occasioned by unanticipated absenteeism.

Demand No. 85

The Union demands a training program for Welders paid for by the company prior to being placed in any production welder job.

Settlement:

This demand is resolved on the basis that the training program which has been established to address the training needs of production welders is satisfactory.

Demand No. 86

The Union demands that a seam welder be purchased for Department 0881.

Settlement:

This demand is resolved on the basis that prior to the Plant 8 Model Shop sending seam welding work to an outside source, the feasibility of performing the work on seam welders located at Plant 5 will be evaluated by the Competitive Edge Group. The Parties understand that the competitiveness of performing such work as well as the impact on Plant 5 production schedules will be considered in such instances.

Demand No. 87

The Union demands that a training program for Pipefitters, pertaining to all Heat Treat and Plating equipment and any other specialized equipment be established and provided to all Pipefitters on a voluntary basis.

Settlement:

Employees in training for the Pipefitter trade will be trained in such a manner, so that in conjunction with the required related training, such employee will be a qualified Journeyman upon the completion of his training program.

Demand No. 88

The Union demands that Pipefitters be properly trained on the proper use of the rotor roter equipment.

Settlement:

This demand is resolved on the basis that a training session will be scheduled to instruct Pipefitters in the proper use of Roto-Rooter equipment.

Demand No. 89

The Union demands that all tower water pumps and tower water sump pumps be given back to the Pipefitters for repair and removal.

Settlement:

The process water returns pumps located in Plating and Heat Treat rooms will be maintained by the Pipefitter classification.

Demand No. 90

The Union demands that the Pipefitter trade does all the plumbing work in the Fuel farms water waste plants and the steam traps as agreed in past settlements.

Settlement:

All steam traps outside the confines of the Powerhouse except steam traps which drain condensate from air conditioning unit steam coils will be maintained by the Pipefitter classification.

Demand No. 91

All steam traps which are changed or maintained, be performed by the Pipefitting classification.

Settlement:

Steam traps within the confines of the plant (outside of powerhouse) will be maintained by the proper maintenance Skilled Trades classification.

Demand No. 92:

The Union demands that Machine Repair/Equipment Builders at Plant #8 get a new hotsy parts washer.

Settlement:

Granted – Management will purchase a hotsy parts washer before the end of 2005.

Demand No. 93

The Union demands all electricians be required to take NEC code update at the company expense, that will improve electrical safety and uniformity.

Settlement:

Management will make NEC update training available for employees classified Electrician, Stationary Engineer Powerhouse, Refrigeration and Air Conditioning Maintenance and Instrument Repair, Electrical within six months of the published updates. The Company shall pay for the training.

Demand No. 94:

The Union demands that the Air Condition department at Plant #5 at Bay location W-9 be increased in size because the storage area in penthouse #16 will soon be gone.

Settlement:

Granted

Demand No. 95

The Union demands that a tool and cutter grinder be worked when anyone is working that may require tools to be sharpened.

Settlement:

This demand is resolved on the basis that Management will make a sincere effort to review production scheduling and will schedule cutter grind overtime based on that need.

Demand No. 96:

The Union demands that a cutter grinder be placed at Plant #8 on a full-time basis.

Settlement:

This demand is resolved on the basis that management will place a Cutter Grinder at plant 8, full time, on a six (6) month trial basis. At the conclusion of the trial period, it will be determined if enough work is required to justify a Cutter Grinder full time.

Demand No. 97:

The Union demands a new sign machine be purchased for the Carpenters so they can make signs and banners.

Settlement:

This demand is resolved on the basis that management will purchase a Power Mark printer.

Demand No. 98

The Union demands the Management not be allowed to offer overtime at the last minute as a means of harassment.

Settlement:

This demand is resolved on the basis that it is not Management's intent to utilize overtime as a means of harassment. Overtime will be offered when needed to produce a quality product in a timely manner.

Demand No. 99

The Union demands when additional help is needed to augment a Skilled Trades classification. Management gets that manpower from another shift, same classification, before going to another plant.

Settlement:

The parties agree that overtime in the maintenance skilled trades classification is scheduled under the provisions of Paragraph (71) of the Local Agreement. However, Management will make a sincere effort to schedule Saturday, Sunday, and Holiday overtime in the future in such a manner that Equalization Groups in Skilled trades classifications which parallel each other across shifts will be exhausted before going to another plant. Problems encountered in the administration of this settlement will be reviewed with supervision by Labor Relations and the Shop Committeeman involved. This settlement does not overturn or circumvent any current grievance settlements on this subject.

Demand No. 100

The Union demands that while an employee is working overtime, Management does not have the right to cancel overtime that day, as a means of punishment of harassment.

Settlement:

It is understood that canceling overtime will not be used to harass or as a form of discipline to employees.

Demand No. 101

The Union demands that the company shall neither divide any existing department nor establish any department except by mutual agreement with the Shop Committee.

Settlement:

The establishment, dissolution or division of departments, must of necessity remain a unilateral decision; on the part of Management in those instances where only departmental number designations or supervisory changes have occurred, the previously established equalization of overtime rights, shift preference rights and seniority rights of Bargaining Unit employees so affected will not be changed unless negotiated by the parties. When new departments are established where the rights of Bargaining Unit employees had not previously been established those rights will be negotiated by the parties.

Demand No. 102

The Union demands that when overtime hours are deleted from a shift an equal amount will be deleted from the other shift's overtime record in that department.

Settlement:

When overtime hours are deleted from a balance of hours group an equal number of hours will be removed from the groups which parallel each other across shifts.

Demand No. 103

Overtime to be equalized between shifts on a percentage basis figures on the total number of employees in each equalization group.

Settlement:

The parties agree that hours are not balanced between shifts, however, Management will make a sincere effort to use their right to schedule work in the future in such a manner that hours shall be more equally divided between shifts. This shall be confined to groups (as defined in the Local Agreement) which parallel each other across shifts, (1st, 2nd, & 3rd). Where there is only one shift in a group and a new shift is established, it shall start at the average of the established shift where two shifts exist and third shift is established, they shall start with the average of the two existing shifts.

Demand No. 104

The Union demands that the Plan A overtime memo be defined locally by the parties concerning the proper implementation thereof as well as a proper notification procedure for beginning and ending Plan A schedules.

Settlement:

This demand is resolved on the basis of the following understanding between the parties regarding the utilization of the National Agreement Memorandum of Understanding on Overtime.

When implementing Plan A of the Memorandum of Understanding Management will give the employee overtime group being scheduled to work overtime at least one week's prior notice that they are being placed on mandatory overtime and whether the schedule will be on a six day or seven-day basis. Management will notify the employee overtime group by the end of their shift on Wednesday of a change in such schedule and the reason for the change, unless an unforeseen condition beyond the control of Management makes such Wednesday notice not feasible.

Demand No. 105

The Union demands that grievances at the 1-B step be answered by a General Foreman or Superintendent instead of a Foreman duplicating the 1-A Answer.

Settlement:

This demand resolved on the basis that, in that instance when one supervisor has provided the Step 1-A answer to an employee's grievance, another Supervisor will provide the Step 1-B answer.

Demand No. 106

The Union demands the supervision involved in the 1-A and 1-B step of the procedure, be required to put a disposition on all cases.

Settlement:

This demand is resolved on the basis that supervisors involved in the 1-A and 1-B steps of the grievance procedure will provide a disposition to the facts stated in the grievance.

Demand No. 107

The Union demands that Management supply District Committee person's grievance pads upon request.

Settlement:

Grievance pads will be made available to District Committee person's through their Supervisors.

Demand No. 108

The Union demands when a grievance settlement is made removing a notation from an employee's record, the complete record be destroyed, and a new record issued for the employee.

Settlement:

This demand resolved on the basis that when an entry is removed from an employee's record card as the result of a grievance settlement, the Notice of Disciplinary Action form (department copy) involved in that settlement will be destroyed.

Demand No. 109

The Union demands Management supply Grievance pads upon request and the amount request.

Settlement:

Management will continue the current practice in effect at this operation of providing grievance pads to the Chairperson of the Shop Committee or members of the Shop Committee so designated by the Chairperson.

Demand No. 110

The Union demands that Management abide by the provisions of the Local Demand Settlement No. 124.

Settlement:

To facilitate administration of the grievance procedure, it is agreed that the following steps will be taken.

1. The Union will put department and shift on the face of the grievance, as well as employee ID on the line provided for clock number.
2. The pink copy of grievance settled for pay at the 1A and 1B will be forwarded to Labor Relations, N20A, by the District or Zone Committee person.

Upon request of this copy, the Labor Relations Department will take the necessary steps to ensure payment of the grievance settlement within 14 days following the pay period in which the claim is received in the Labor Relations Department.

Demand No. 111

The Union demands that when grievances are not discussed at the Second Step because of Management's refusal to meet, then those cases will reflect in the Second Step Minutes as Management's extensions.

Settlement:

The Parties recognize their responsibilities to meet and resolve grievances as specified in the National Agreement. The scheduling of meetings is not a unilateral matter for either party. The basis for reflecting extended grievances in the Second Step Minutes is a matter subject to discussion between the parties.

Demand No. 112

The Union demands that when discipline is removed from an employee's record, that the card will be destroyed, and a new card placed back in the employee's record.

Settlement:

This demand is resolved on the basis that until a computerized disciplinary record system is established, new employee discipline entries will be placed on a separate discipline record card (currently Form 703-1) and be retained in the employee's record card file until the discipline is removed from the employee's record. When the entry is removed from the employee's record the card will be destroyed. Old Disciplinary record cards will be removed from the employee's record card file and destroyed when all entries on that card have been removed from the employee's record. This settlement is not intended to require a retyping of the employee's Employee Record Card (Form 703).

Demand No. 113

The Union demands that a local Memorandum of Understanding for handling policy grievances be negotiated.

Settlement:

The current memorandums of understanding for handling policy grievances will remain in effect.

Demand No. 114

The Union demands that Form 1945 be changed so that the second copy is the Committeeperson's copy.

Settlement:

This demand is resolved on the basis that upon the exhaustion of current supply of form 1945, Management will provide a new form 1945 with the second copy to be presented to the Committeeperson.

Demand No. 115

The Union demands that all employees in department #0528 report to one superintendent.

Settlement:

Employee grievances initiated by Department #0528 employees who report to supervisors in Department #0535 will be handled by the respective supervisors involved. Thereafter, when issues require the input of the superintendents of both Department #0528 and #0535, they will either both be present at the 1B step of the grievance procedure or the superintendent handling the 1B step of the grievance procedure will have previously secured the necessary input from the other superintendent

Demand No. 116

The Union demands that hourly time in the computer show up like salary access instead of hourly time showing up 1 day or 2 days later.

Settlement:

This demand is resolved on the basis that when the new T &A system is implemented, there will be a screen or screens available for hourly employees to check their time for the current week and the previous week and their vacation balances. The information will be current.

Demand No. 117

The Union demands that when an employee's check is lost, upon signing an affidavit, the employee will be issued a special draft immediately.

Settlement:

This demand is resolved on the following basis. Employees who know that their hourly payroll check has been lost, damaged or destroyed (through theft, loss of wallet, etc.) will, upon signing an affidavit of lost check, be issued a replacement draft within one (1) working day from the date of submitting the affidavit. In cases where an employee believes that his/her check has been lost due to the mailing of said check, he or she will be issued a replacement draft within three (3) working days from the date of submitting the affidavit.

Demand No. 118

The Union demands that when receiving Profit Sharing checks, Vacation checks, Performance Bonus checks, etc., receive two (2) separate checks.

Settlement:

This demand is resolved on the basis that the Company will provide separate checks and pay advice for Vacation Balance Payout, Profit Sharing and Performance Bonus.

Demand No. 119

The Union demands all employees working the day shift be paid before 9:00 a.m.

Settlement:

Day shift employees will normally be paid prior to lunch.

Demand No. 120

Pay checks in all plants on all shifts to be passed out before lunch time.

Settlement:

Resolved on the basis of Night Shift employees in plants, except in emergencies, will be paid prior to lunch period.

Demand No. 121

The Union demands that Seven Day Operation employees whose day off is on pay day, that they be paid on the day prior. Also, employees on holidays be paid on their regular pay days.

Settlement:

Continuous seven-day operation employees who are not scheduled to work on pay day will be paid on the day prior to that scheduled day off insofar as practical.

Demand No. 122

The Union demands when a pay shortage results from a management oversight, a special check correcting the shortage be issued the employee that day.

Settlement:

In those limited instances where there is a shortage of more than four hours in the pay of an employee, and this shortage is due to an oversight on the part of Management, Management will make every effort to provide for a special payment on that day, if possible, but no later than the next workday. Weekends excepted.

Demand No. 123

The Union demands that any pay adjustments made be accompanied with a receipt in detail describing the reason for adjustment. The Union demands that when an employee receives grievance pay, he will receive an attached card showing the grievance number, date settled and the amount of settlement.

Settlement:

A copy of the documents which the accounting department uses for their pay adjustments will be made available to the Shop Committee and/or District Committeemen.

Demand No. 124

The Union demands that on grievance settlements where back pay is involved, it is paid within "7" days following the pay period in which the claim was settled. Any violation of this procedure will result in an automatic double pay penalty.

Settlement:

Management will make the necessary arrangements to pay back pay claims resulting from grievance settlements within 14 days following the pay period in which the claim is granted.

Demand No. 125

The Union demands that paid absence allowance time be granted off at all times, upon request of the employee.

Settlement:

Any excused absence will entitle the employee to Paid Absence Allowance payment provided he is otherwise qualified. All Supervision will be instructed to give all possible consideration to an employee's request for time off.

Demand No. 126

The Union demands that pay checks be available for pick up on Thursday, when an employee uses Vacation or P.A. for Friday.

Settlement:

This demand is resolved on the basis that dayshift employees who are on an extended approved vacation beginning on Friday and lasting at least through the following week may pick up their payroll checks after 2:30 p.m. Thursday providing they submit an AVO signed by their supervisor authorizing their vacation time off.

Demand No. 127

The Union demands Christmas Holiday Pay for continuous operation employees be estimated at 48.0 hours, instead of 40.0 hours.

Settlement:

This demand is resolved without prejudice to either party on the basis that so long as Company payroll procedures permit the Management of the areas which have employees assigned to continuous 7-day operations will write a letter to the Payroll Department in advance of the holiday period indicating the hours (currently 48.0) for which their employees should have their payroll drafts estimated.

Demand No. 128

The Union demands that when a holiday falls on Friday, employees be paid on Wednesday, and when a holiday falls on Thursday, employees be paid on Tuesday.

Settlement:

Pay will be on Friday of each week, unless there is a Bank Holiday in which pay will be moved to the prior non-Bank Holiday utilizing the current direct deposit process.

Demand No. 129

The Union demands that when a grievance is settled for monies, and the employee has been off a period of time whereby Union dues were not paid: the Union dues will be deducted from his settlement and paid to the Local Union.

Settlement:

This demand is resolved on the understanding that Union dues will be deducted from a grievance settlement award when such deduction is clearly specified in the settlement language.

Demand No. 130

The Union demands that before a prior week adjustment is made, Management give the employee a full explanation of the adjustment and the pay period in which the error was made.

Settlement:

This demand is resolved on the basis that when employees have questions concerning payroll drafts, they may contact the Payroll Department on extension 3700 for clarification.

Demand No. 131

The Union demands that the practice of coding people unexcused who do not use PAA or vacation to cover absences, be stopped at once.

Settlement:

This demand is resolved on the basis that employees should schedule appointments of a personal nature during their non-working hours whenever possible. It is recognized, however, that circumstances may arise when it is not practical to schedule such appointments during non- working hours. Employees should use contractual absences for such appointments. It is agreed that failure to use a contractual absence for such an appointment will not be automatically considered as an unexcused absence. Each such absence must be considered on its individual merit, based upon the attendant circumstances, and the employee's prior attendance record.

Demand No. 132

The Union demands that employees not be penalized for odd number of rings on their T&A sheets.

Settlement:

This demand is resolved on the basis that it is the supervisor's responsibility to investigate and correct any odd rings which appear on the T&A system before final submission to Timekeeping. Additionally, it is the employee's responsibility to inform his or her supervision of any irregular hours that may generate an odd ring, so that appropriate corrections can be made.

Demand No. 133

The Union demands that Timekeeping quit changing codes on T&A sheets after Foreman codes them. Timekeeping does not have the authority.

Settlement:

This demand is resolved on the basis that Timekeeping will adjust hours up to the nearest tenth only as reflected on an employee's irregular hour pass.

Demand No. 134

The Union demands that no employees be coded on the T&A sheet for Vacation or P.A. until requested by the employee, and the time off be granted for Vacation on request.

Settlement:

This demand is resolved on the basis that it is the employee's responsibility to notify Management of his or her reason for absence and no employee will be coded for vacation or paid absence allowance unless requested by the employee. To ensure proper coding for employee absence from work, an "Application for Time Off and Code" form will be available to the hourly employee through his or her immediate supervisor and must be filled out for any absence from work by the employee. This program will remain in effect for a trial period of six (6) months following the ratification of the Local Agreement. At the conclusion of the trial period, it will be jointly determined if the application form has been a beneficial document to insure the proper coding for an employee's absence from work.

Demand No. 135

The Union demands that when a holiday falls on pay day, Thursday, or Friday, all employees will be paid on Wednesday.

Settlement:

When Holidays occur on Thursday and Friday, consecutively, all employees will be paid on Wednesday.

Demand No. 136

The Union demands a direct deposit system be implemented at Rolls- Royce Corporation.

Settlement:

Direct deposit of employee net pay will be made available to hourly employees for a six (6) month trial period. The following describes the program.

1. The employee's "bank" (banks, savings and loan, credit unions) must be a member of the National Automated Clearing House Organization.

2. An authorization form may be obtained from the Personnel Department. The completed form is to be submitted to the Payroll Department. Direct deposits to the employee's account will begin approximately four weeks after this form is submitted.
3. Once the direct deposit for the employee's account becomes effective, he or she will receive a sealed "check stub" indicating the earnings and deductions for that pay period. This "check stub" will be mailed to the employee's address of record on Wednesday of each week.
4. The direct deposit system will be used for all full work weeks (Monday through Friday). When the work week is less than five full days, the employee will receive his or her payroll draft distributed in the plant in the normal manner.
5. The Payroll Department will determine the Originating Bank (the bank from which the payroll is drawn). Payroll will only confirm for an employee that the deposit has been processed and submitted to the Originating Bank. If an employee has not received his or her check stub by Friday, he or she should confirm the deposit transaction with his or her bank. (Payroll is not responsible for the employee's receipt of his or her check stub on a given day and will not respond to inquiries regarding an employee's net pay because of delays in the employee's receipt of mail.)
6. Problems regarding account postings (overdrafts, fees, balance errors, etc.) are to be resolved between the employee and his or her bank.
7. If a deposit cannot be made because the employee's account has been closed or changed, payroll will not issue a draft for the deposit in question until it has been notified by the Originating Bank that the original item has been returned.
8. The program will be implemented if at least 15% of the hourly workforce participates. The parties will jointly promote the direct deposit program to obtain this level. The program status will be reviewed, and permanent implementation will be determined by the parties at the end of the six-month trial period.

Demand No. 137

The Union demands late rings for the week (Monday through Sunday) be rounded to the nearest tenth.

Settlement:

This demand is resolved on the basis that with the implementation of the new Time and Attendance System (Phase II), accumulated late rings during normal working hours for the week (Monday-Sunday) will be rounded to the nearest tenth (e.g., an employee who is late a total of three minutes for the week will not have a deduction, whereas an employee who is four or five minutes late will be deducted the full 1/10 of an hour)

Demand No. 138

The Union demands that all hours left of vacation, be shown paid or not paid.

Settlement:

Within 60 days of implementation of the new T&A system, changes will be made to show total vacation hours available, and vacation pay hours balance on the employees' check stubs and advices.

Demand No. 139

The Union demands that all supervisors must honor all vacation or PAA requests, immediately, without question, upon demand.

Settlement:

This demand is resolved on the basis that the term efficiency of the operation as used in Local Demand Settlement #No. 1 will not be cited in instances where the employee requested such absence in advance and the sole basis for disqualification is the necessity of overtime on his or her job.

Demand No. 140

The Union demands that we be allowed to “ring in” the time clock at least 30 minutes before the start of each shift.

Settlement:

This demand is resolved on the basis that hourly employees will be permitted to clock in thirty (30) minutes prior to their shift starting time. Employees who clock in thirty (30) minutes prior to the start of their shift will not be entitled to any shift premium or overtime premium payment.

Demand No. 141

The Union demands that the coding of timecards will not be used for the basis of disciplinary action or denial of holiday pay or S.U.B. pay.

Settlement:

The coding of timecards shall not be used as the basis of assessing discipline or denying Holiday or S.U.B. pay.

Demand No. 142

The Union demands all employees be given a pass to leave the plant any time they request, for medical or personal reasons.

Settlement:

Any employee who insists upon leaving the plant for medical or personal reasons will be clearly advised as to whether his leaving is excused or unexcused.

Demand No. 143

The Union demands that Rolls-Royce Corporation provide department 0874 the opportunity to clock in and out at any plant 8 clock location.

Settlement:

Management will assign department 0874 employees to the clock nearest their work area.

Demand No. 144

The Union demands that standard codes be negotiated to be used on overtime records to denote such things as refusal, absent, bereavement, vacation, early overtime and late overtime.

Settlement:

Form DA-45 or other mutually acceptable form will be updated to with the following informational key:

- ** Scheduled to work – Absent
- A Absent
- B Bereavement
- D Discipline
- I Illness
- J Jury Duty
- L Loaned
- LOA Leave of Absence
- M Military
- R Refused
- U Union
- V Vacation
- RS Restricted

The form will also have areas to record early and late overtime.

Demand No. 145:

The Union demands that deferred holiday time be displayed on an employee's check stub and in the time and attendance computer.

Settlement:

Currently deferred holiday time is displayed on the time and attendance system. Due to the current payroll system, this is not feasible at this time. Management will make all attempts to display deferred holiday time on an employee's check with any future implementation of payroll information technology systems.

Demand No. 146:

The Union demands that when the company sends us on a trip to do work for the company that we receive a per diem for food and incidentals instead for present system of submitting receipts for all meals.

Settlement:

This demand is resolved on the basis that when employees volunteer to perform work where overnight travel is required, management will pay per diem at the standard Continental United States (CONUS) rate, \$31.00 dollars per day, for meals and incidental expenses. If overnight travel is outside the continental United States employees will be paid per diem based on the meal and incidental (OCONUS) expense rate of the employee's destination.

Demand No. 147:

The Union demands that hourly payroll personnel be available on pay day and the following day until 5:30 PM.

Settlement:

This demand is resolved on the basis that the payroll door will be open until 4:00 pm on Thursday and Friday for accessibility of employees.

Demand No. 148:

The Union demands that the employees personal account numbers on his Direct Deposit Advice be removed.

Settlement:

This demand is resolved on the basis that only the last 4 digits of the employee's bank account number will be placed on employee's payroll advice.

Demand No. 149

The Union demands that a permanent committee be established to investigate outsourcing.

Settlement:

This demand is resolved without prejudice to either parties' position on the basis that outsourcing concerns and issues raised by the Union will continue to be investigated by a joint Management / Union committee, that will be jointly selected by members of the JOBS committee. This committee will only function as needed, as determined by the Local JOBS Committee.

Demand No. 150 (Demand No. 151 Deleted)

The Union demands that all employees have transfer rights between Plant #5 and Plant #8.

Settlement:

This demand is resolved on the basis that if two employees from the same classification, request transfer to a different overtime group in a different plant and both are capable of performing the work in question, the employee will be transferred during the next scheduled workforce adjustment. The employees transferred under this demand settlement, cannot request another transfer under this demand settlement until one year has passed from the move. If either employee quits or retires within 90 days of the move, the move will be reversed, and the opening will be posted. While it is Managements intent to allow employees to move under this procedure, it is understood that this procedure will only apply to the extent that Management has the flexibility to give full protection to the efficiency of the operation. Under all circumstances and conditions, to facilitate training (reasonable timeframe) and to maintain a proper distribution of skills required in a specific area.

Demand No. 152

The Union demands that when an employee is transferred from one plant to another, he be given notice twenty-four (24) hours prior to said transfer. Also, toolboxes be transported from one plant to another, at request of employee.

Settlement:

Management will, whenever practicable, give 24 hours' notice prior to transferring employees from one plant to another. In cases where the transferring employees' toolbox is too heavy for him to personally move, he may request to have it transported. If he so requests, he will sign a waiver of indemnification releasing Management from any liability arising from the employee's choice to have his personal property transported between plants. Failing to sign the waiver, the employee will transport his own toolbox.

Demand No. 153

The Union demands that employees be told three (3) days prior to the time, their classification is to be changed.

Settlement:

This demand resolved on the basis that employees will be promptly advised of any changes in their classification.

Demand No. 154

The Union demands that the practices of changing an employee's shift on a temporary basis be corrected.

Settlement:

The conditions whereby a temporary transfer may be made are specified in Paragraph III of the Local Shift Preference Agreement. An employee's classification or shift will not be changed to circumvent the application of the Local Shift Preference Agreement. Complaints in this regard may be discussed by the Chairman of the Bargaining Committee and the appropriate Manager.

Demand No. 155

Deleted

Demand No. 156

The Union demands that when an employee changes shifts, that his clock number be changed effective the date of the shift change.

Settlement:

Timecards of employees who are permanently transferred from one shift to another, or from one department to another will be changed as soon after the transfer as possible. Employees who are permanently transferred in the middle of a pay period, and whose transfer cannot be cleared through the record keeping system until the weekend shall have their time cards marked in such a manner, so as to designate on which shift they work, or in the case of departmental transfers, have their time cards moved to the time card rack where employees working in the department to which the employee is transferred are situated. The parties recognize that problems exist in the processing of transfers as mentioned above. Problems which exceed one week will be called to the attention of the Hourly Record Section and the situation will be corrected not later than three working days after the notification is received.

Demand No. 157

The Union demands that when an employee is granted a 63-B transfer to primary department in his/her classification and subsequently gets bumped by seniority employee exercising their shift preference rights, that he/she can reapply under the Transfer Agreement.

Settlement:

Employees granted interdepartmental transfers shall be precluded from transferring again under the provisions of the transfer section of this agreement for a period of twelve (12) months from date of their previous transfer or until they are moved out of their department by management or bumped out of their preferred department as a result of another employee exercising their shift preference rights, whichever comes first.

Demand No. 158

The Union demands that all personnel move in Assembly and/or Inspection go through the Personnel Department.

Settlement:

This demand is granted on the basis that the Union will be provided with copies of all personnel moves and shift preference moves upon request.

Demand No. 159

All Tractor-Trailer driving must be performed by the Truck Driver, Outside Tractor-Trailer classification. Procedure for breakdowns and lay overs will be established.

Settlement:

This demand is resolved on the basis the parties recognize that the operation of tractor-trailer equipment is the normal and regular assignment of employees classified Truck Driver, Outside Tractor- Trailer. The parties recognize that unusual conditions arise requiring the supplementation of other personnel due to the individual circumstances involved, such as transporting of machinery to locations unable to handle the loading or unloading. Such assignments although rarely anticipated will be made in line with the Local Wage Agreement. An employee whose job assignment involves travel and expense during the performance of such assignment will be paid straight time hours as though he were in the plant. Overtime for driving assignments or time requiring his attendance (loading and unloading) will be paid at the proper overtime rate. Necessary expenses, including meals while on the road and lodging for required rest or during layover, resulting from such assignments, will be paid.

Demand No. 160

The Union demands that all parts hauled away from or to the Rolls- Royce Corporation, be done by employees classified Truck Driver, Outside Tractor Trailer.

Settlement:

Assignments necessitating the use of a Rolls-Royce Corporation Material Control Truck for pick up or delivery, will be performed by Truck Driver, Outside-Tractor Trailer.

Demand No. 161

The Union demands that uniforms and driving gloves be furnished to the Truck Driver, Outside Tractor Trailer, by the company.

Settlement:

Will furnish three (3) pairs of driving gloves per year.

Demand No. 162

The Union demands that all materials outside of Rolls-Royce Corporation property, be picked up and delivered by Truck Driver, Outside Tractor Trailer classification

Settlement:

This demand is resolved without prejudice to either party the basis that it is a primary responsibility of employees assigned to the "Truck Driver, Outside-Tractor Trailer" classification to pick up and deliver material at the Indianapolis airport. These employees are also regularly assigned to make pickups and deliveries between local plants or at outside points involving travel over highways and streets as long as Rolls-Royce Corporation is responsible for the pickup or delivery.

Demand No. 163

The Union demands the Truck Driver, Outside Tractor/Trailer employees be given a fall Rolls-Royce Corporation jacket and a Rolls-Royce Corporation winter coat.

Settlement: Refer to LDS 640

Demand No. 164

The Union demands that Management furnish citizens band (CB) radios for Tractor-Trailer Drivers.

Settlement:

Management will furnish CB radios in the three remaining trucks used by Truck Driver, Outside Tractor/Trailer.

Demand No. 165

The Union demands that Management furnish AM/FM radios for trucks assigned to Tractor Trailer Outside classification.

Settlement:

Management will furnish AM/FM radios in the pickup, flatbed and box van used by Truck Driver, Outside Tractor/Trailer.

Demand No. 166

The Union demands that any time an employee or employees are taken to a meeting the Committee person will be present.

Settlement:

It is not the intent of Management to exclude the committee person from any meeting involving his represented employees. It is also not the intention of the Union that all employee group meetings be attended by the committee person. It is recognized that the parties encourage participation between Union representatives, supervision and all their employees.

Demand No. 167

The Union demands that no employee be placed on notice of disciplinary action for more than 4 hours, and if no discipline is assessed within this time limit, the matter concerning discipline will be closed.

Settlement:

This demand is resolved on the Understanding that no employee will be placed on Notice of Disciplinary Action for more than twenty-four (24) hours, and if no discipline is assessed within this period, the matter will be closed. If an unusual situation would develop requiring a more extensive investigation, the Chairperson of the Shop Committee will be advised of the reason for the extension. No extension shall be longer than four days.

Demand No. 168

The Union demands that no employee be placed on notice of disciplinary action, including D.I. for more than four (4) hours. If no discipline is assessed within this time limit, the matter concerning discipline will be considered closed.

Settlement:

In the implementation of Local Demand Settlement No. 167, the parties agree that an employee will be considered on notice of disciplinary action at the conclusion of a disciplinary interview.

Demand No. 169

The Union demands that D.L.O. rooms be installed in all plants to be used by committee persons to represent employees. Furnishings to be inside and outside telephone, desk and chairs, file cabinets, blackboards, bulletin boards, coat racks and a clock.

Settlement:

Management will designate a suitable office for disciplinary interviews pursuant to Paragraphs (76) and (76a) of the National Agreement.

Demand No. 170

The Union demands children and spouses of UAW represented employees, at least 18 years of age, will be allowed to use Skill Center services.

Settlement: The Skill Center may be used by employees' spouses and children who are 18 through 25 years of age as openings are available in classes normally provided to employees.

Demand No 171

The union demands that employees be provided more training.

Settlement:

In order to be competitive in the market, Management agrees that it will investigate and institute programs to assure that its work force is properly trained.

Demand No 172

The Union demands a training program be negotiated for employees in training in each skilled trades classification. That they will receive all round experience in the trade in which the employee is working. Should an employee or his committeeman believe that an EIT or EITS has been assigned to one type of work for an excessively long period of time, the matter should be raised with the employee's supervisor and corrected.

Settlement:

Employees in training for Skilled Trades will be trained in such a manner, so that in conjunction with the required related training, such employee will be qualified a Journeyperson upon completion of his training program.

Demand No 173

Deleted

Demand No. 174

The Union demands that a hands-on training center be established.

Settlement:

The parties have agreed to jointly determine the requirements for a training facility and fund it with funds accrued in accordance with the provisions of the 2005 Rolls-Royce Corporation UAW Agreement.

Demand No. 175

The Union demands company provide necessary training as required by FAA to maintain A & P Certification.

Settlement:

If FAA certification becomes a condition of holding specific classifications. Management agrees to provide employees in those classifications with training to become certified or recertified.

Demand No. 176

The Union demands Management will notify an employee, in advance, when they have been scheduled for training and will release them for this training when the time comes.

Settlement:

Management intends to notify employees in advance of scheduled training. It is also Management's intent to have employees attend scheduled training. In the event business conditions will not permit an employee to attend the scheduled training Management will notify the employee at least 14 days before canceling and Management will reschedule the employee for the next available training session.

Demand No. 177

The Union demands the company will provide a communication system to provide a direct link between employees and the Training Center.

Settlement:

The Training Center shall publish to all employees' available classes each year and provide updates if the classes or schedules change.

Demand No. 178

The Union demands that training in safety and lock out procedures be increased, and safety films and meetings be more consistent.

Settlement:

This demand is resolved on the basis that Monthly Safety talks are mandatory for all hourly employees and their supervisors. The number of employees assigned to the department, the safety meeting attendance list and the subject matter presented will be forwarded each month to the Safety Department. The Safety Department maintains a library of safety videotapes for use by supervisors. A letter will be sent to all supervisors regarding this subject and areas where problems exist will be corrected when brought to the attention of the Plant Management. In addition to training provided by the Safety Department, Safety will provide Skilled Trades Management (Maintenance, Powerhouse/ Water & Waste, Air Conditioning) with a list of safety training topics which must be covered at least once per year with all affected employees, which shall include lockout training.

Demand No. 179:

The Union demands that Inventory Controllers be trained on the SAP system so they can track parts and provide pick location in the material master.

Settlement:

Management will provide appropriate training for Inventory Controllers to perform job duties within their specific departments.

Demand No. 180:

The Union demands that Management set aside \$100,000 each year of the agreement in the operating budget of the machine repair organization for the purpose of training Journeyman.

Settlement:

Management will continue to train Journeypersons, as needed, utilizing joint training funds.

Demand No. 181:

The Union demands that extensive training be implemented on new equipment during and after installation.

Settlement:

Management will ensure that sufficient numbers of trades persons are trained to repair new equipment.

Demand No. 182:

The Union demands that Management fulfill its obligation to cross train both trades now incorporated into Carpenter classification.

Settlement:

Management will continue to abide by the plan of training for the Carpenter classification.

Demand No. 183:

The Union demands and agrees to work closely with the company to assist, that a closer arrangement be established with Local Universities establishing more onsite classes of a credit nature be held in the Joint Training Center to assist in employees and the community at large in obtaining higher education.

Settlement:

Training centers primary aim is to support Rolls-Royce Corporation employees' training needs. Other requests will be considered on a case-by-case basis.

Demand No. 184:

The Union demands that Management initiate and maintain training matrix boards in each MSE department. These matrixes should be posted where available to all employees and should show the employee's required training, training that has been completed, and upcoming classes that the employee is scheduled for.

Settlement:

Granted

Demand No. 185:

The Union demands that the standard hours allowed on a job not be decreased, unless the job is at least 85% changed.

Settlement:

Production standards will be established as provided for in Paragraph (78) of the Agreement. The parties recognize that changes in methods, means or processes may justify a change in existing production standards. Production standards changed as a result of such changes are subject to the provisions of Paragraph (78). Changes in existing production standards will not be made as a result of the annual improvement factor.

Demand No. 186:

The Union demands that no routings have the work equivalent or alternate machine on them in the future.

Settlement:

This demand is resolved on the basis that alternate processes will not be used to circumvent employee overtime rights.

Demand No. 187:

The Union demands that employees from outside vendors, who are not a member of the Bargaining Unit, not be permitted to unload their trucks past the tail gate at the Rolls-Royce Corporation Docks.

Settlement:

Trucks that must be unloaded at the Rolls-Royce Corporation dock will be unloaded by Rolls-Royce Corporation Bargaining Unit Personnel.

Demand No. 188:

The Union demands Management stop supervision or salaried employees from hand carrying parts or gages from one plant to another. There is no paperwork covering these items showing where they came from or the destination, or shop area.

Settlement:

Management reiterated that it was not their intention to have any salaried employee handle any phase of work that fell to hourly rated personnel including the hauling of parts. Management further stated that the appropriate Department heads would be contacted to insure closer control within their organizations. Problems brought to Management's attention, will be corrected promptly.

Demand No. 189:

The Union demands that the NC Controlled machines be programmed by Bargaining Unit employees.

Settlement:

Effective six (6) months after ratification of the Local Agreement in the entering of data relative to making non-predetermined complex layouts on finished and in-process parts and castings as well as required machine movements, gaging parameters and inspection routines into computerized coordinate measurement machines located in Factory of the Future Cells for subsequent inspection by cell operators will be performed by Inspector, Parts employees.

Demand No. 190:

The Union demands that Salaried employees stop doing Bargaining Unit work at Plant #8, such as Pipefitting, Millwright, Painting, Electrical and Carpenter work.

Settlement:

Bargaining Unit work will be assigned to Bargaining Unit employees. Any problem concerning the assignment of salaried employees to Bargaining Unit work in Plant #8 should be brought to the attention of the Labor Relations Department by the Chairperson of the Bargaining Committee.

Demand No. 191

The Union demands that Salaried Personnel be stopped from picking up or delivering freight of any kind.

Settlement:

Bargaining Unit work will be assigned to Bargaining Unit employees. The pick-up and delivery of freight will be properly assigned to the Bargaining Unit.

Demand No.192

The Union demands that all salaried employees cease from carrying or transporting parts from one department to another.

Settlement:

The moving of parts from department to department is not the work of salaried employees.

Demand No. 193

The Union demands the use of scooters in the plant by supervision or salary, be restricted to the use of transporting personnel only.

Settlement:

The primary purpose of scooters is the efficient movement of personnel throughout the plant; they are not for transporting of items normally assigned to the Bargaining Unit.

Demand No. 194

The Union demands that Salary stop doing Bargaining Unit work at once at all plants.

Settlement:

Management agrees to assign the appropriate employees to perform bargaining unit work. It is not the intent of Management to replace bargaining unit employees with salary employees in the performance of bargaining unit work. Individuals repeatedly violating the agreement will be addressed by the appropriate senior Manager with Labor Relations and the Shop Committee during Second Step Meetings.

Demand No. 195

The Union demands that Rolls-Royce Corp. Electricians be assigned to work on the computer systems in the cell areas and any other computer systems used along with machine control systems. (E.D.S.)

Settlement:

This demand is resolved on the basis that all maintenance machine control systems and peripheral equipment (include control hardware that also runs other programs) used to control machines which manufacture and inspect Rolls-Royce Corporation products will be done by bargaining unit employees. Any situations that exist that cannot be specifically defined, will be resolved by a team of bargaining unit and management representatives.

Demand No. 196

The Union demands all Zyglo in department #0874 at Plant #8 be performed by Bargaining Unit employees.

Settlement:

This demand is resolved on the basis that the preparation of parts for Mag and Zyglo evaluation in the Engineering Test Assembly area will be assigned to employees classified as "Inspector, Magnetic and Fluorescent." It is agreed that these employees will be trained to perform selected engineering Mag and Zyglo evaluations.

Demand No. 197

The Union demands that all measurement work and alignment of test stands or fixtures now being done by salary Test Stand Technicians be stopped and this work be assigned to the proper Bargaining Unit classification.

Settlement:

This demand is resolved on the basis that the alignment of test equipment, gearboxes and dynamometers will be assigned to proper Bargaining Unit employees.

Demand No. 198431

The Union demands that Rolls-Royce Corp have a tool crib installed and manned full time by a Tool Crib Attendant for dept 0874 assembly.

Settlement:

The operation of the stacker on the assembly floor in dept 0874 is bargaining unit work.

Demand No. 199

The Union demands that the computer in the Air Condition Dept at Plant #5 be assigned to the Bargaining Unit employees in Dept #0521.

Settlement:

It is agreed that utilizing the computer to trouble shoot the air conditioning system or turn various controls on or off to operate the system is properly bargaining unit work. The parties agree that all employees assigned to "Refrigeration and Air Conditioning Maintenance" classification will be trained in the use of the computer to perform their job function and they will be expected to utilize this tool, when required, to perform their work function.

Demand No. 200

The Union demands that a Job Preference Agreement like Local Demand Settlement No. 10, be in effect for the classification Inspector, Tool Die, Fixture and Gage.

Settlement:

This demand is resolved on the basis that the Journeymen or Employees- In-Training-Seniority in Departments 0531 may make application in writing to their supervisor for an opening within their department, shift, and classification. Such applications will be considered for areas of primary job assignments in accordance with the provisions of Local Demand Settlement No. 10.

Demand No. 201

The Union demands that all employees be assigned to work that properly falls within their classification, at all times.

Settlement:

During the Negotiations, the Union maintained there were numerous examples whereby large numbers of employees were regular assigned work apart from their classification for periods of extreme duration. The Union claimed this condition created inequities for other employees in the matter of equalizing available overtime and shift preference and the like. Management assured the Union that it is not its intent to improperly classify employees. When improperly classified employees cause properly classified employees to be denied their contractual rights, such employees will be reassigned or transferred under the provisions of the appropriate Agreement.

Demand No. 202

No employees shall be instructed to keep time or records of his job, and at no time will he, the employee be instructed to sign his name to such a document.

Settlement:

This demand resolved on the basis that it is recognized that certain records must be maintained in the course of business and must necessarily be submitted by the individual operators. Such record will not be the basis for disciplinary action (including discharge) unless the employee involved deliberately falsified the record.

Demand No. 203

The Union demands that no employee be required to report his productive standing until the end of his shift, nor the number of pieces he has produced.

Settlement:

The reporting of problems encountered on the job to the Supervisor is basic to the employee-employer relationship. The employee will not be harassed by having to report his efficiency to the supervisor on an intermittent basis throughout the shift.

Demand No. 204

No records showing the performance of any employee on his job will be available to any other employee. Carryover book will not refer to any operator on the other shift if the book is available for the Bargaining Unit people to read. Printed forms listing employees' mistakes will not be accessible to any other hourly rated employee.

Settlement:

Demand resolved on the basis that carryover books will be utilized for departmental information and assignment purposes only. Reference to individual employees except for specific job assignment purposes, will not be made.

Demand No. 205

No employee shall be instructed to use a stamp if the same stamp is issued in the department. Stamps are bought in lots.

Settlement:

This demand resolved on the basis of the understanding that stamps are used for identification purposes, and where a question arises concerning the duplication of stamps, the matter will be investigated, and appropriate action taken.

Demand No. 206

The Union demands that no employees be required to submit a 4648 form or any other written count of parts.

Settlement:

This demand is resolved on the basis that it is recognized that certain records must be maintained in the course of the business and must necessarily be submitted by the individual operators. Employees requested to provide remarks concerning difficulties encountered on the job will not be harassed solely for reporting their solicited legitimate opinion of the cause of the difficulty. Such record will not be the basis for disciplinary action (including discharge unless the employee involved deliberately falsified the record.

Demand No. 207

The Union demands that Inventory work be performed by Hourly Rated employees.

Settlement:

This demand is resolved on the basis that the moving and counting of material associated with the annual parts inventory will be considered as work falling within the Bargaining Unit.

Demand No. 208

The Union demands that no job assignments will be made by any foreman to any employee on any shift, prior to the regular starting time of the shift, with penalty provisions for supervisory violations.

Settlement:

This demand is resolved on the basis that employees shall not be given work assignments except during their working hours. This agreement will not interfere with Management's right to effectively utilize employees time during working hours.

Demand No. 209

The Union demands that no Job setters, Leaders, or any other hourly employees be permitted to give orders, job assignments or relay messages from supervision.

Settlement:

This demand resolved on the basis that employees classified as Job setter and employees designated "Leader" have no supervisory authority. They do, however, relay instructions of the supervision to the group.

Demand No. 210

The Union demands no employee be required to submit a written account of parts.

Settlement:

Employees are required to submit a Daily Productivity Record (currently form 4648) containing the following:

- | | |
|---------------------|-----------------|
| 1. Operators Name | 5. Clock Number |
| 2. Date | 6. Shift |
| 3. Dept. Number | 7. Part Number |
| 4. Operation Number | 8. Quantity Run |

Demand No. 211:

The Union demands that the Foundry work at Plant #8 be performed by Converter Operators, instead of salary employees.

Settlement:

The work in question at the Plant #8 Pilot Foundry that has been fully developed and producing parts for immediate use in engines will be assigned to Bargaining Unit employees.

Demand No. 212:

The Union demands that an employee either fills out an I.O.E. form or punch his/her work in the computer, but not both.

Settlement:

This demand is resolved on the basis that an operator will no longer be required to fill out an I.O.E. form and also input the information into the terminal when his or her daily input accuracy reaches a 98% level and is sustained for three continuous months. Thereafter, the operator will only be required to input the information via the Shop Floor Data Collection computer terminal as long as he or she maintains the 98% level of input accuracy.

Demand No. 213:

The Union demands that when the immediate Supervisor is absent or leaves the area for the day: the employees in that area will be informed of who their immediate Supervision is.

Settlement:

In an effort to maintain good communications within a department or area, it is critical that the work group be notified if the regular supervisor is going to be unavailable. The work group should be informed who will be covering the area when the regular supervisor is absent.

Demand No. 214:

The washing and processing of parts for Magnetic & Fluorescent Inspection operations must be performed by the Inspector, Magnetic & Fluorescent classification.

Settlement:

This demand was resolved on the basis that where the processing of parts for Fluorescent and Magnetic Inspection is an integral part of the inspection responsibility, it will be performed by qualified Inspectors.

Demand No. 215

The Union demands that the NITAL ETCH parts at Plant #8 be run through Mag & Zyglo instead of the plating room.

Settlement:

This demand is resolved on the basis that the acceptance of nital etch parts will be done by the proper certified N.D.T. classification in accordance with the proper Rolls-Royce Corporation Procedures.

Demand No. 216

The Union demands that the work of pickle be assigned to the Plater classification.

Settlement:

Under current operating conditions, pickle operations including de-rusting except pickle associated with nitride operations is the primary assignment of the Plater classification.

Demand No. 217

The union demands that all shutting down and firing up of the plating rooms be done by employees classified Plater.

Settlement:

This demand is resolved on the basis that the shutdown of Plating room prior to periods when the Plating rooms are not scheduled to work is the proper assignment of the Plater classification. The fire up of Plating rooms is primarily the assignment of the Plater classification where employees classified Plater are assigned to the first shift.

Demand No. 218

The Union demands all production material moved within or out of Heat Treat be performed by Inventory Controllers.

Settlement:

This demand is resolved without prejudice to either party on the basis that it is agreed that Heat Treat employees will only be permitted to use fork trucks as a job aid to move material within Heat Treat and will not be permitted to drive their trucks in the main aiseways of the plant. It is understood that such Heat Treat trucks should not be the full-time assignment of any one employee but should be available to all employees to be used as a job aid. If a truck is needed within the heat treat area other than as a job aid, the services of an employee assigned to the "Inventory Controller" classification will be utilized.

Demand No. 219:

The Union demands that no Job setter be required to operate a machine or displace a Machine Operator.

Settlement:

Job setters' responsibilities have been historically recognized as including, but not limited to, installing cutting tools, adjusting guides, stops, tools, changing setups and original set up of non-complex nature. Knows feeds and speed on various materials, instruct operators where necessary, is familiar with a variety of production machines, and operates machines until quality parts are produced. Makes routine checks on operations and tooling and on occasion fills in for an absent employee. In the performance of these duties, a Job setter will necessarily perform machine operations, however, in no case will such utilization be made to circumvent or exclude regular employees in the classification involved from work. Abuse of this provision brought to the attention of Management will be corrected.

Demand No. 220:

The Union demands that Tape and Numerically Controlled Machine Operators, not be required to do their own setup.

Settlement:

During Local Negotiations, the Union expressed concern that employees classified as N/C Operators were being used exclusively to setup their own machines. While the parties agree the primary responsibility of a Job setter is to setup these machines, the parties discussed the possibility that some Job setters may lack proper training to accomplish this responsibility. Therefore, it is agreed a training program will be instituted to properly train Job setters to setup these machines.

Demand No. 221:

No Machine Operator will be allowed to perform set up work.

Settlement:

This demand is resolved on the basis that operators will not be required to function as Job setters for other employees, except as herein provided: The employee will be classified in accordance with the applicable agreement, or in the event of a temporary requirement, will be appropriately compensated for the duration of such temporary assignment.

Demand No. 222:

The Union demands that all sand blasting done in the large sand blast room at Plant 8 be done by the Carpenter classification. This room requires operator to wear an air fresh air supply hood and a watcher to be outside the room.

Settlement:

This demand is resolved on the basis that Management will post a safety procedure including operating instructions for employees assigned to operate the large sand blast at Plant 8. Additionally, Management will secure the sand blast room to restrict its use.

Demand No. 223:

The Union demands that no employee be instructed to run parts out of the routing limits unless a specific order is made, in writing, by his or her supervisor.

Settlement:

This demand is resolved on the basis that employees are expected to follow all reasonable orders and directions issued by their supervisor. In those limited instances, should an employee be given a specific order to machine piece parts out of routing limits, and he requests that order in writing the following procedure will be utilized.

1. The employee will specifically request, in writing, identifying the part number, operations and date.
2. The supervision will provide the specific order in writing verifying part number, operation and date on the same AVO filled out by the employee.
3. The supervisor and employee will both retain a copy.

The open-door policy, through each employee's respective line organization, is encouraged in instances related to quality.

Demand No. 224:

The Union demands that all material over 1 inch of thickness be assigned to Department #0881 cutting room.

Settlement:

Under current operating conditions, management intends to use the best method available to cut material, while utilizing the proper classification to perform such work.

Demand No. 225:

The Union demands that when any skilled trades are laid off, skilled trades will have preference over outside people for any job openings in production.

Settlement:

Management will include the trades people if they request to be interviewed for a production workers position. Management will reserve the right to employ in managements opinion the most qualified person.

Demand No. 226:

The Union demands that Management take appropriate steps to modernize the plating facilities. This modernization must include replacement of equipment and update of facilities which will address the sourcing, new technology, health and safety, and environmental problems. This must be done in a manner that will ensure that all plating processes will be kept in house.

Settlement:

This demand is resolved on the following basis: With regard to Rolls- Royce Corporation's plating modernization effort, the detail design process is ongoing. Until environmental problems are resolved between the new owners and General Motors Corporation, all GM Capital Funding of this project has been placed on hold. Should management proceed with the plating agreement provisions in effect at that time. During these negotiations, Management agreed to insource platinum-aluminide plating processes within the existing plating operation. This insourcing is independent of the plating modernization project.

Demand No. 227:

The Union demands that all furnaces and work retorts be at ground level, so the operator does not have to climb ladders while carrying parts.

Settlement:

This demand is resolved on the basis that Management will replace existing ladders with suitable stair steps adjacent to furnaces and work retorts in the Plant #8 Heat Treat Facility.

Demand No. 228:

The Union demands that a permanent air monitor with audible/visual alarm be installed in the basement of the new heat treat that will detect all gases being used along with LEL, UEL, %Oxygen, and CO.

Settlement:

This demand is resolved on the basis that management will install appropriate alarms in accordance with industry standards.

Demand No 229:

The Union demands that Management either rewire to bring cut-off mains to areas they serve or/and yellow paint and girder beam annotation 10 feet up the way pointing down to breaker boxes. Post (at minimum) employee maps to show what is what and where it is located.

Settlement:

Management agrees to have engineering and proper trades review and implement necessary improvements at SCO.

Demand No. 230:

The Union demands that the boxed parts shipped from SCO have the word Rolls-Royce Corporation or Rolls-Royce Corporation Logo made by UAW members and ISO 9001.

Settlement:

Management agrees to provide the appropriate Rolls-Royce Corporation/ UAW logo decals to mark the outside of boxes for non-intercompany shipments of parts.

Demand No. 231:

The Union demands that EIT SCO employees, be put in the system so they can get in the SCO plant.

Settlement:

Management agrees to provide security codes and access to the SCO facility to all Experimental Single Crystal Developer employees upon assignment at SCO.

Demand No. 232:

The Union demands that the Manufacturing part of SCO be air conditioned.

Settlement:

Management will determine the requirements to air condition the manufacturing area of SCO and install air conditioning. In addition, isolate the heat, as much as practical, from the burnout furnace.

Demand No. 233:

The Union demands better ventilation for cut-off machines dip room, better way to hold molds too much weigh to hold and spin at the same time at SCO.

Settlement:

Cut-off machine and mold room ventilation solutions will be implemented. An administrative solution is in place for the weight of the mold, with a long-term solution being developed as the result of Ergonomics' case#1350.

Demand No. 234:

The Union demands Management isolate burnout furnace and keeps shop comfortable to work in at SCO.

Settlement:

Management will determine the requirements to air condition the manufacturing area of SCO and install air conditioning. In addition, isolate the heat, as much as practical, from the burnout furnace.

Demand No. 235:

The Union demands an in-plant monitor be installed in break room. If not, put all information on monitor in hard copy form, so UAW employees know what is going on. (PSP information, etc.)

Settlement:

Management will post hard copies of the items placed on the monitors at Plants 5 and 8 at SCO as they become available.

Demand No. 236:

The Union demands that the Rainfall Sander machines #252509, #252510, #252511, and #252512 located at SCO need to have the proper ventilation placed on them to fix the dust problem. Also, the fan in the room where these machines are located needs to be removed at once.

Settlement:

Solutions will be implemented to correct the ventilation on the Rainfall Sander machines #252509, #252510, #252511, and #252512 at SCO.

Demand No. 237:

The Union demands that SCO be able to get CNN news.

Settlement:

Currently no cable service is available at or around the SCO facility. Should this service become available management will investigate providing this service cost permitting.

Demand No. 238:

The Union demands that applications to work during periods of Temporary Layoff, be openly displayed in each department.

Settlement:

It is agreed between the parties that an employee who makes applications to work during a period of temporary layoff, as provided for in the Temporary Layoff Section of the Local Seniority Agreement, will be given a carbon copy. Further, a notation of such application, including date, will be placed in the "Clock Number" column of the department overtime record, to be carried forward each month.

Demand No. 239:

The Union demands that each District Committeeperson receive a copy of the daily time (IBM) run for each department in his District.

Settlement:

Management will authorize and make arrangements for pertinent data necessary, including time and attendance reports, in the investigation of an employee's complaint registered under the provisions of Paragraph

(30) of the National Agreement and for other legitimate representation functions as provided for in the Agreement. Requests directed to Management for such necessary information will be provided in a manner subject to the circumstances involved.

Demand No. 240:

The Union demands that each District Committeeperson be given a corrected copy of the prior week Time and Attendance run out each Monday.

Settlement:

This demand is resolved on the basis that the semi-final copy of the Time and Attendance Report, which is edited by the supervisor, will be made available for the District Committeeperson's review. The parties suggest that such copy be maintained in the respective Superintendent's office or other mutually satisfactory location and retained for such review for six (6) days. The Chairperson shall receive the final copy.

Demand No. 241:

The Union demands that the Union Representatives (District, Zone and Chairperson), be given a copy of the Shift Preference moves, work force adjustment moves upon request.

Settlement:

This demand is resolved on the basis that copies of scheduled Shift Preference moves, skilled and production employees, will be made available to the Chairperson of the Shop Committee.

Demand No. 242:

The Union demands that the Shop Committee be provided with all information concerning Service Contracts.

Settlement:

The parties agree to form a joint committee to address the issue of service contracts currently in existence, and to jointly develop a notification procedure pertaining to any future service contracts. This procedure will apply to equipment involved in the manufacture and inspection of Rolls-Royce Corporation products.

Demand No. 243:

The Union demands that upon request from a Union representative, they be given copies of the employees in plant records or any other information requested.

Settlement:

Requests for access to necessary employee records required in the proper investigation of an employee complaint will be directed to the Labor Relations office for prompt handling.

Demand No. 244:

The Union demands the timecards and overtime records in time keeping office, be made available upon request, to any Union official.

Settlement:

Management will authorize and make arrangements for the review of pertinent data necessary in the investigation of an employee complaint registered under the provisions of Paragraph (30) of the National Agreement. Requests directed to Labor Relations for such necessary information will be provided in a reasonably expeditious manner subject to the circumstances involved.

Demand No. 245:

The Union demands that a weekly report be made to the Union concerning the scheduling of all parts manufactured or processed by Rolls-Royce Corporation.

Settlement:

This demand is resolved on the basis that the Chairperson of the Bargaining Committee will be provided a copy of the monthly Production schedule of standard hours per classification per department.

Demand No. 246:

The Union demands that the Union be provided any information concerning any changes in the head count of each department.

Settlement:

The Chairperson of the Bargaining Committee will be provided a list which will show the final personnel movement resulting from workforce adjustments.

Demand No. 247:

The Union demands that any time an employee signs any literature in regard to Rolls-Royce Corporation, he will receive a copy of said literature.

Settlement:

Employees making application under the Local Transfer Agreement (Paragraph 63 of the National Agreement), Local E.I.T. Agreement (Paragraph (153) of the National Agreement), The Local Shift Preference Agreement, change of address forms or any AVO's submitted by the employee will be given a copy of any forms they are required to sign.

Demand No. 248:

The Union demands that all "J" dates be typed on Kardex records.

Settlement:

Skilled trades status dates will be recorded on the Kardex Record in a manner whereby changes can be traced.

Demand No. 249:

The Union demands that all job openings be posted in advance.

Settlement:

Management will study its future skilled trades needs and post on the bulletin boards a list of jobs for which a shortage of Journeymen is anticipated. The notice in question will be posted in accordance with the provisions of Paragraph (152) of the National Agreement at least one (1) month prior to the date upon which it is anticipated that interviews will be conducted to fill the vacancies in question. Employees working in the plants will be permitted to file applications for placement as Employees- In-Training in the Skilled Trades classifications listing their qualifications for such jobs. In order to be considered the employee must have submitted his or her application at least two (2) weeks prior to the date upon which the interview is to be conducted.

Demand No. 250:

The Union demands that a copy of subject matter and attendance listing of monthly safety meetings be sent to the Joint Health and Safety committee each month.

Settlement:

This demand is resolved on the basis that a letter will be sent to all supervision reminding them of the requirement for monthly safety talks. Compliance will be tracked monthly, and the results of such tracking will be shared with the Joint Health and Safety and Safety Committee and sent to the SBU of the appropriate managers for corrective action as needed to assure compliance.

Demand No. 251:

The Union demands that patrol Service not be allowed to deny any employee entrance to the plant, due to wearing apparel.

Settlement:

Patrol Service will not refuse admittance to the premises solely because of employees wearing apparel.

Demand No. 252:

The Union demands that all Corporation Retirees be given a permanent pass which will allow them to enter all Corporation Plants for visitation purposes.

Settlement:

The following shall apply equally to all Rolls-Royce Corporation Retirees. Retired employees are issued an identification card which allows escorted entrance to the Personnel Department or the Center for Benefit Plans. Requests to enter other areas of the facility will be considered by the Personnel Department on an individual basis. Advance notice of a pending visit is appreciated.

Demand No. 253:

The Union demands that battery cables and/or starting equipment be provided for stalled cars and/or trucks in the parking lot.

Settlement:

Under current conditions, Management will provide a set of battery jumper cables at each of the Plant Security Gate houses for use by employees encountering car trouble. The employees will be required to provide proper identification, and sign for the cables. Immediately after use, the cables are to be returned to the gate house. If the cables are not returned, the cost of the cables will be deducted from the employees' wages. It is understood and agreed that Management accepts no responsibility for damages resulting from the use of this equipment.

Demand No. 254:

The Union demands that hourly employees be allowed to use the lobby as an entrance or exit, whenever it is open.

Settlement:

Employees who ride public transportation to work or qualify under ride sharing will be given a special pass to permit entrance through the Plant #5 lobby. The need for these passes will be periodically reviewed.

Demand No. 255:

The Union demands all guard posts be open on Saturdays, Sundays, and Holidays.

Settlement:

The present method of determining which plant protection gates is to be opened on the weekends is based upon the Wednesday overtime forecast. If 75 people or more are scheduled to be working in a given area on a particular shift, based upon this forecast, the plant protection gate normally servicing this area will be opened at shift change and lunch periods. Unusual circumstances resulting in substantial unforeseen schedule adjustments may be handled with Labor Relations as in the past. This settlement supersedes all prior grievance settlements on this issue.

Demand No. 256:

The Union demands that when the Automatic Plant Security Guard Post are down for repairs, that a Security Guard be posted during all shift changes and lunch hours for all shifts. (Why can't they put a guard on the post?)

Settlement:

This demand is resolved on the basis that during the time that the existing access control system is the sole means of gaining entrance and exit to and from the plant, a Plant Security Officer will be stationed at automated posts which are down for repair during lunch periods and shift changes Monday through Friday excluding Holidays. It is understood that necessary manpower will not always be immediately available.

Demand No. 257:

The Union demands that a pay phone booth be placed at all guard posts, for car trouble and emergencies.

Settlement:

This demand is resolved on the basis that outside telephone lines have been installed on all pedestrian gates.

Demand No. 258:

The Union demands that phones be placed on the outside of all automatic guard gates.

Settlement:

This demand is resolved on the basis that phones with a local line only will be installed on high traffic gates.

Demand No. 259:

The Union demands that the lights in the Corporation Engine Company parking lots be inspected at least once a month with proper maintenance.

Settlement:

Security Officers will look for lights out in the parking lots during normal rounds and will report the outage to maintenance for repair.

Demand No. 260:

The Union demands the Company strengthen the process of Security notifying employee of an emergency from the outside.

Settlement:

Emergency phone calls will be processed as follows:

The Security Officer will do the following:

1. Obtain the name, department number, department telephone number of the employee receiving the emergency call when known.
2. Obtain the name and phone number of the person calling.
3. Call the department and ask for the employee. If the employee is unavailable, request that person to tell the employee to call Security and obtain the name of person talked to.
4. If no response within 15 minutes:
 - a) Call SBU's Manager's office for assistance, if they cannot help then...
 - b) Have the employee paged
 - c) If no response within 5 minutes, call the requester back and ask if they want the officer to keep trying.
 - d) If the emergency is life threatening and the requester still wants contact, dispatch someone to the department to try to make contact.
5. If the above items have been exhausted and no contact has been made, call the requester back and inform them the message was not relayed.

Demand No. 261:

The Union demands they train all Pipefitters as to fire brigades, methods of operations.

Settlement:

This demand is resolved on the basis that fire brigade participation is voluntary. As such, anyone may volunteer to participate in the program pending approval by the Medical Department and the Fire Department.

Demand No. 262:

The Union demands that the Public Address System be repair and / or upgraded.

Settlement:

Management will investigate and determine proper repairs and/ or upgrades what are needed to improve the public address system.

Demand No. 263:

The Union demands that handicap spaces be added as needed and to be looked at each year to see if handicap spaces are meeting the needs of our employees.

Settlement:

This demand is resolved on the basis that building codes determine the number of handicap spaces that should be provided, and it is management's intent to continue to comply with current building codes.

Demand No. 264:

The Union demands that all inspection layout, programming, and operating of all coordinate measuring machines be performed by the classification of Inspector, Parts.

Settlement:

Management agrees that programming of CMM's belongs to Inspector, Parts classification.

Demand No. 265:

The Union demands that the following employees holding certification as required by the Government in classifications listed under Transfer Agreement Section Paragraph "G" of the 1993 Local Agreement be awarded a pay increase of \$2.00 per hour and receive classification upgrade to Skilled Trades:

- Inspector Magnetic & Fluorescent-302B01
- Inspector Process X-Ray-304B01
- Inspector Non-Destructive Testing-303B01
- Inspector Non-Destructive Testing-SCO Certified- 305B01
- Inspector Immersion Ultrasonic-301B01

Settlement:

The following wage progression shall be initiated for employees starting in these classifications:

- Inspector Magnetic & Fluorescent-302B01
 - Inspector Process X-Ray-304B01
 - Inspector Non-Destructive Testing-303B01
 - Inspector Non-Destructive Testing- SCO Certified- 305B01
 - Inspector Immersion Ultrasonic-301B01
1. Inspector Magnetic & Fluorescent-302B01

Employees shall start at the base rate of the classification in accordance with their wage rate progression.

Within 6 months of placement, employees shall be administered the Level 2 test for Magnetic and Fluorescent Inspection. After passing the test, the employee shall receive a \$.50 an hour bonus.

- After successfully passing the Level 2 requirements in Nital Etch Inspection and Nital Etch, the employee shall receive a \$.25 an hour bonus.

2. Inspector Process X-Ray-304B01

Employees shall start at the base rate of the classification in accordance with their wage rate progression.

Within 90 days of placement, employees shall be administered the Level 1 test for Radiography. After passing the test, the employee shall receive a \$.50 an hour bonus.

After successfully passing the Level 2 requirements for Radiography, the employee shall receive a \$.25 an hour bonus.

3. Inspector Non-Destructive Testing-303B01

Employees shall start at the base rate of the classification in accordance with their wage rate progression.

Within 6 months of placement, employees shall be administered the Level 2 test for Magnetic and Fluorescent Inspection. After passing the test, the employee shall receive a \$.50 an hour bonus.

4. Inspector Non-Destructive Testing- SCO Certified- 305B01 Employees shall start at the base rate of the classification in accordance with their wage rate progression.

Within 6 months of placement, employees shall be administered the Level 2 test for Magnetic and Fluorescent Inspection. After passing the test, the employee shall receive a \$.50 an hour bonus.

5. Inspector Immersion Ultrasonic-301B01

Employees shall start at the base rate of the classification in accordance with their wage rate progression.

Within 90 days of placement, employees shall be administered the Level 1 test for Immersion Ultrasonic Inspection. After passing the test, the employee shall receive a \$.50 an hour bonus.

After successfully passing the Level 2 requirements in Immersion Ultrasonic Inspection and Eddy Current Inspection, the employee shall receive a \$.25 an hour bonus.

Employees classified in one of the above classifications and holding the appropriate certifications as described above at the time of agreement ratification will receive the appropriate bonuses.

Demand No. 266:

The Union demands that no one other than a properly classified Inspector be allowed to use an inspection stamp.

Settlement:

The stamping of productive parts for inspection purposes is the proper assignment of Bargaining Unit employees. In those instances, whereby productive parts previously questioned by a Bargaining Unit employee are determined to be acceptable, it is Management's preference that the Bargaining Unit employee stamp the parts with his assigned stamp. Management reserves the right to affix a stamp in the event of a dispute in this regard.

Demand No. 267:

The Union demands that Management establish a quality audit team. This audit team would be made up with an equal amount of U.A.W. members appointed by the Bargaining Chairman. This team would handle quality concerns such as but not limited to: Red Card, processes not being followed, audits, follow-up, etc.

Settlement:

During the course of the 2005 negotiations Rolls-Royce and the UAW held extensive discussions on product quality. It has been agreed that the parties will continue to utilize Quality Network program to address product quality issues as outlined in Doc. 40 of the National Agreement.

Demand No. 268:

The Union demands that Local Demand Settlement No. 261, be updated with an explanation of the word expediting, the salary Material Control Analyst are now doing what we consider Bargaining Unit work by following the progress of parts through the shop, which was always Bargaining Unit work.

Settlement:

This demand is resolved on the basis that the parties agree to have Plant 8 Inventory Controllers follow all priority 4 and 5 parts daily and notify the proper supervisor whenever such a part enters their department.

Demand No. 269:

The Union demands that all production truck driving be confined to the Inventory Controller classification.

Settlement:

All production truck driving will be performed by employees classified as Inventory Controller. In those limited areas, namely 2, (Heat Treat and General Stores) these employees may use trucks as a job aid to move material within the above departments only. This in no way will be used by Management to circumvent or eliminate an Inventory Controller in Heat Treat Departments. In the administration of filling in for absentees or vacations, it is understood the use of other employees shall not exceed a period of (5) five days. If the opening is filled, it will be filled under the appropriate Agreement.

Demand No. 270:

The Union demands that inventory work be performed by the Inventory Controllers, have first right through the plant for inventory.

Settlement:

This demand is resolved on the basis that Inventory Controllers will be offered to work during an annual plant physical inventory. It is understood that Department 0974 and 0975 will be excluded from this demand.

Demand No. 271:

The Union demands that the Inventory Controllers move parts in the SAP system from the stores area to assembly and from the assembly area to stores as setup in the material master.

Settlement:

This demand is resolved on the basis that Inventory Controllers assigned to assembly kitting area departments will be responsible for moving parts in SAP from the stores area to assembly and from the assembly area to stores as setup in the material master.

Demand No. 272:

Cafeteria conditions such as quality and quantity of food, prices charged and matters pertaining to cleanliness, shall be improved and Management shall provide for complaints to be adjusted speedily.

Settlement:

This demand is resolved on the basis that Management will continue to demand from the cafeteria Management that the highest quality of food at the lowest reasonable prices possible.

Demand No. 273:

Where hot lunches are to be served in the cafeteria, they will keep food hot for all shifts.

Settlement:

This demand resolved on the basis that when hot lunches are served and where served, every effort will be made to keep the food hot. Any problem arising regarding this will be called to the attention of Labor Relations for necessary corrective action.

Demand No. 274:

The Union demands that cafeteria grills be used for serving eggs, pancakes, etc. for breakfast.

Settlement:

Under current operating conditions and upon receipt of written notice of ratification of the Local Agreement, a trial period will be established whereby eggs to order, and pancakes will be made available in the office area and Eating Easy cafeterias, at Plant #5. If the trial period shows this service to be economically feasible such will be continued. If employee participation does not warrant the expenses, the Shop Committee will be advised prior to the discontinuation of this service.

Demand No. 275:

The Union demands that all chairs and tables in all cafeterias and canteens be regularly inspected, cleaned and painted and kept in good repair at all times.

Settlement:

It is Management's intention that cafeteria tables and chairs be kept in satisfactory condition consistent with sound housekeeping principles. The metal chairs currently in use in Plant #5 Cafeterias and canteen will be inspected and necessary corrective action, including painting if required, will be initiated on those chairs found to be unsatisfactory.

Demand No. 276

The Union demands that a receipt be provided when a purchase is made in the cafeteria.

Settlement:

This demand is resolved on the basis that Management will require the cafeteria provider to supply receipts for all purchases made in the cafeterias.

Demand No. 277:

Deleted

Demand No. 278:

The Union demands that all Break Malls be enclosed.

Settlement:

During these negotiations the parties held extensive discussions regarding the break malls. Management and the Union as a result of these negotiations have agreed that as areas are impacted by the implementation of MSE, suitable enclosed break malls will be included as a part of the design/ layout of each SBU.

Demand No. 279:

The Union demands that enclosed air-conditioned malls be installed in centrally located areas of all plants. Furnishings to be tables, chairs, a full line of vending machines, telephones and dollar bill changers; with no salary or patrolmen to be allowed in the area. The numbers, size and location to be negotiated between the parties.

Settlement:

This demand resolved on the basis that malls are to be provided throughout the Company. There will be permanent areas surrounded by an appropriate barrier. They will be furnished with tables and suitable seating, vending machines, coin changers and trash cans. It is understood that employees will accept the responsibility for good housekeeping in these areas by using the trash containers which will be provided. In order to eliminate congestion in these areas, employees will be advised to use the mall nearest their workstation. It is understood that the use of canteens and cafeterias will no longer be used by employees as areas for taking relief. If experience proves that the malls to be provided are inadequate to provide for suitable relief areas, additional facilities will be provided as determined by the parties.

Demand No. 280:

The Union demands ice cream machines be installed on the same basis as all other vending machines.

Settlement:

As long as current operating conditions prevail, ice cream machines will continue to be provided. In the event patronage is not sufficient to warrant the retention of an ice cream machine, the matter will be reviewed with the Union.

Demand No. 281:

The Union demands that all vending machines be serviced on a daily basis, including weekends and overtime.

Settlement:

Management will review this matter with the vendor. Every effort will be made to provide adequate vending service consistent with the scheduled work force, with special attention being given on overtime and weekends, commensurate with the scheduled work force.

Demand No. 282:

The union demands that vending machines be installed to dispense potato chips, pork rinds, pretzels and popcorn.

Settlement:

Items of the nature specified in this demand have been placed in vending machines at various locations in the plant. Such items will be retained as long as patronage justifies their retention and is not detrimental to the products of the Company.

Demand No. 283:

The Union demands that all shifts be provided with vending machine food at all times.

Settlement:

Demand granted.

Demand No. 284:

The Union demands that sandwich, pastry, and ice cream vending machines be placed in all plants of the Rolls-Royce Corporation in the working area for the workers convenience during working hours. The machines to be added to the vending machines that presently exist in the plants.

Settlement:

Management will expand the current vending machine service to include pastry and sandwich machines. The machines will be installed on the same basis that the other types of vending machines in the plant are.

Demand No. 285:

The Union demands ice machines be placed in all break malls.

Settlement:

This demand is granted.

Demand No. 286:

The Union demands a soundproof air-conditioned relief room be provided for the Powerhouses with tables, chairs, telephones, vending machines and work benches.

Settlement:

Under current operating conditions, the glass between the Supervisor's office and the area designated for Plant #5 Powerhouse employees to eat their lunch will be frosted. A sandwich vending machine and microwave oven will be included at the Plant #5 Powerhouse.

Demand No. 287:

The Union demands that #0521 and #0821 Air Condition employees be allowed to eat lunch in the cafeteria.

Settlement:

This demand is resolved without prejudice to either party on the basis that employees assigned to the "Refrigeration and Air Conditioning Maintenance" classification may eat lunch in the cafeteria, with the specific understanding that the emergency surveillance needs of that group will be maintained at all times. This settlement will not be cited or used as a basis of comparison for any other group of employees at this Company.

Demand No. 288:

The Union demands that any food served by the cafeteria that is left over or re-heated be marked as such and the price reduced.

Settlement:

Granted

Demand No. 289:

The Union demands that Management provide the afternoon shift with cafeteria service Monday thru Friday during the months of November- March.

Settlement:

This demand is resolved on the basis that during the month of November 2005 management will provide afternoon shift cafeteria service on a trial basis. At the conclusion of the trial period, the parties will jointly review the level of participation, and a decision will be made to continue or discontinue cafeteria service.

Demand No. 290:

The Union demands that the employees personal account numbers on his Direct Deposit Advice be removed.

Settlement:

This demand is resolved on the basis that only the last 4 digits of the employee's bank account number will be placed on employee's payroll advice.

Demand No. 291:

The Union demands that all UAW represented employees attending a class over four (4) hours in length at the UAW/Rolls-Royce Training Center will receive appropriate drinks (coffee, tea, soda, etc.) and a catered lunch.

Settlement:

This demand is settled by agreeing to the provision of a catered lunch for all classes of more than 4.5 hours duration. Vending machines for hot beverages will be set to free vend. (Coffee, tea, etc.)

Demand No. 292:

The Union demands that an application and selection procedure be negotiated for a proper manpower level of Asbestos Abatement Workers. The Union further demands that an overtime policy be negotiated that does not penalize a Tradesperson for volunteering for this work. Finally, Management must make a commitment to do all abatements in line with current regulations.

Settlement:

Employees in departments 0521, 0528, 0821 and 0828 will be surveyed for volunteers to be trained and certified as asbestos abatement workers. The number of employees certified will be mutually determined to meet the needs of the business. Employees will be selected by seniority.

Demand No. 293:

The Union demands that a hazardous material and asbestos clean up and handling team be formed on a voluntary basis and that the members have extensive training.

Settlement:

This demand is resolved on the basis that: 1.) Asbestos clean up and handling work will continue to be performed by the classifications involved. The Safety Department provides annual training for all employees who perform asbestos clean up and handling. 2.) The existing Hazwoper Planning Team consisting of Bargaining Unit Management representatives will set up rules and guidelines for training and selection of volunteers for a Hazardous Materials Response Team. Contractual issues that may arise will be addressed through the Shop Committee and Labor Relations.

Demand No. 294:

The Union demands that as departments are moved during Project Evolution that all Asbestos be removed.

Settlement:

Management will remove asbestos on an as needed basis in accordance with our current policy.

Demand No. 295:

The Union demands that a laptop computer, with adequate storage and speed, be placed in each zone crib. This will allow the tradesperson to load and download as well as trouble-shoot the CNC and PLS machines.

Settlement:

Management will purchase three laptop computers and place in the appropriate zones.

Demand No. 296:

The Union demands that rest rooms and cafeterias be cleaned on a daily basis by the properly classified employees.

Settlement:

During the Local Negotiations, the parties discussed housekeeping conditions in rest room facilities and cafeterias at length. The Company recognizes its obligation to provide a healthful environment for employees. The Union recognizes its obligation to cooperate in maintaining and improving the condition of these facilities through its Membership. Cafeterias and rest room facilities are cleaned on a regular schedule and are adequately maintained in view of the nature of operations at this location. In order to ensure that these facilities are maintained to acceptable standards, the Local Health & Safety Committee will monitor the program by making periodic inspection tours and establish priorities to maintain and accomplish this objective. Additionally, the Chairperson of the Shop Committee should review any specific problems with Labor Relations.

Demand No. 297:

The Union demands that all cafeterias and canteens be cleaned on a daily basis and supplied with ash trays.

Settlement:

Cafeterias and canteens are cleaned on a daily basis, including Saturday and Sunday, when the plant is in operation and those facilities are open for use.

Demand No. 298:

The Union demands that Penthouses, Mall, and Cafeterias be cleaned on each shift.

Settlement:

During Local Negotiations, the parties discussed housekeeping conditions in restrooms, mall and cafeterias at length. The Company recognizes its obligation to provide a healthful environment for employees. The Union recognizes its obligation to cooperate, in maintaining and improving the condition of these facilities through its membership. Cafeterias, Malls and Restrooms facilities are cleaned on a regular schedule and are adequately maintained in view of the nature of operation at this location. To assure that Restrooms, Malls and Cafeterias are serviced as scheduled, employees servicing the above facilities will maintain a log provided by Management stating the employee's identification, date, time, area serviced and extent of service. Management will make this log available for review by the Chairman of the Bargaining Committee and the Local Joint Health and Safety Committee.

Demand No. 299:

The Union demands that all restrooms be steamed cleaned once per month.

Settlement:

This demand is resolved on the basis that the Plant #5 Maintenance Department will have a steam cleaning unit available, and all penthouses will be steamed on a three (3) month schedule.

Demand No. 300:

The Union demands all water fountains be cleaned at least once daily and be always kept in a sanitary condition.

Settlement:

Drinking fountains will be cleaned with the required frequency to insure sanitary and safe drinking water to the employees.

Demand No. 301:

The Union demands that all toilets in all plants of the Rolls-Royce Corporation be cleaned and disinfected on a daily basis.

Settlement:

Both parties recognize that clean sanitary rest rooms are not only desirable but a necessity. In that light, employees have an obligation to assist by not littering or defacing the facilities. Management will provide necessary maintenance service to keep the rest rooms clean and properly stocked. Special attention will be given to problems raised by the Shop Committee.

Demand No. 302:

The Union demands that the restrooms, malls and cafeterias are exterminated on a regular basis.

Settlement:

This demand is resolved on the basis that restrooms, malls and cafeterias are exterminated on a regular basis. Additional treatments will be administered as required.

Demand No. 303:

The Union demands that the floor in By-products, Department #0547; be scraped once a month and cleaned once a week, due to the high chip and oil context. (Work to be performed by Factory Maintenance.)

Settlement:

This demand resolved on the basis that area floor will be scrubbed three times per week (Monday, Wednesday, Friday) on the midnight shift performed by the appropriate classification.

Demand No. 304:

The Union demands that new soap dispensers be placed in all restrooms.

Settlement:

This demand is resolved on the basis that all soap dispensers will either be replaced or repaired on an as needed basis and be maintained in good working order.

Demand No. 305:

The Union demands Management spray for roaches in bathrooms and drinking fountains on a regular basis.

Settlement:

Management will provide pest control on three-month intervals for restrooms and drinking fountain areas. Additional treatments will be provided as needed. Any problems with obtaining additional treatments shall be brought to Labor Relations for resolution.

Demand No. 306:

The Union demands that all floor grating and machine oil pans be inspected and repaired on a 90-day basis in all departments.

Settlement:

This demand is resolved on the basis that it is recognized that housekeeping is the responsibility of all employees; however, a sincere effort will be made to identify sources of oil problems by departmental supervision. When such problems are identified supervisors will submit an S.O.S. If Maintenance determines that repairs are necessary, such repairs will be instituted in a timely manner.

Demand No. 307:

The Union demands that every stall in the women's restroom be equipped with sanitary napkin disposals.

Settlement:

This demand is resolved on the basis that management will install a disposable bag dispenser and disposable bags in each lady's penthouse locations.

Demand No. 308:

The Union demands that hourly employees required to clean up hazardous chemical spills be trained on the Technician level in hazardous waste.

Settlement:

Management will evaluate all hazardous work on a case-by-case basis, and where practical Rolls-Royce employees will be utilized. However, it is management's intent to primarily use outside resources to perform hazardous work.

Demand No. 309:

The Union demands that the drip pans under machines be cleaned on a regular basis.

Settlement:

Management will continue to make Shop Vac's available through general stores, so that operators can remove oil, cigarette butts, and other debris from drip pans.

Demand No. 310:

The Union demands that Management assign Machine and Burr booth Operators the responsibility of dumping the dry dust from the accumulation trays in their machine in a barrel or hopper centrally located in their department for pick-up by the proper classification.

Settlement:

This demand is resolved on the basis that the cleaning and dumping of blast machines utilizing dry dust will be performed by the classification operating the equipment.

Demand No. 311:

The Union demands that the Empire dust collectors servicing department 0591 at Bay Y-5 be repaired or replaced and that Management see to it that the room housing them be kept clean and well-lit by the proper job classification.

Settlement:

Granted

Demand No. 312:

All restrooms to have individual doors placed on each individual booth.

Settlement:

This demand was resolved on the basis doors are being installed in the restrooms.

Demand No. 313

New Door latches will be installed on penthouse doors, where needed.

Settlement:

Demand resolved on basis that door latches will be repaired or installed on the penthouse doors. The cooperation of all employees is necessary to continue and insure utilization of such devices.

Demand No. 314:

The Union demands that all Penthouse Stall room doors be inspected on a regular basis and repaired as needed concerning latches and hinges as well as painted.

Settlement:

This demand is resolved on the basis that restroom stall doors will be regularly inspected and repaired as needed including latches, hinges and painting. Any problems associated with the above items can be reported to Maintenance on Extension 4128 (Plant 5) and Extension 4374 (Plant 8). It is understood that all employees must utilize restroom facilities in a responsible manner in an effort to minimize damage and repair.

Demand No. 315:

There will be no interference from members of Supervision when employees are using the penthouse for their personal use. No dual supervision.

Settlement:

This demand was resolved on the basis Management will not interfere with employees utilizing penthouse facilities for their legitimate personal relief.

Demand No. 316:

The Union demands that the Department 0547 oiler area be fenced-in and secured with a lock.

Settlement:

This demand is resolved on the basis that a fenced crib area with a lock will be provided to the Department 0547 oilers located to the west of the Health and Safety Training Area, if relocation is necessary, the parties will discuss and agree on the new location.

Demand No. 317:

The Union demands that if any employee dies on company property as a result of an occupational or non-occupational illness or injury, the company will be responsible for the ambulance fees.

Settlement:

If an employee dies on Company property, Management will pay for the fees associated with ambulance transportation.

Demand No. 318:

The Union demands that first shift employees required to see the doctor during the day shift hours be paid for all time involved.

Settlement:

Midnight shift employees who are required by Management to see the Medical Director may make an appointment to see him beginning at 5:00 am on Friday morning, subject to his availability. These appointments must be scheduled with the midnight shift nurse no later than the end of the employee's shift on the Wednesday prior to the Friday in question. It is understood that these appointment hours are not intended to be used by employees returning from leaves of absence of any kind. Such matters will continue to be handled during the Medical Director's normal office hours Monday through Friday.

Demand No. 319:

Payment of people going home due to illness or accident.

Settlement:

- A. An employee injured at work (occupational injury) who is required to leave the plant as a result of said injury, shall be paid for the full shift at his regular rate.
- B. In cases of personal illness, the employee will be paid only until it is determined that the employee should go home. If the employee goes back to work, there is no loss of time.

Demand No. 320:

When employees are hurt or become sick on the job, and the Foreman is not available, he shall be permitted to go to First Aid without a pass.

Settlement:

This demand resolved on the basis, consistent with our long-standing practice, in those cases involved an "emergency" demanding immediate attention, and the Supervisor is not available; a First Aid Pass will not be required.

Demand No. 321:

The Union demands that all employees be paid for all time spent in First Aid.

Settlement:

Any employee who has been absent from work 7 days or more because of illness, Medical Leave of Absence, or who has been sent home by the Medical Department or must before he/ she returns to work be approved by the authorized representative as the case may be. In order to avoid delay when returning from a Sick Leave, employees should secure the necessary approval from the Medical Department on the day prior to the date of intended return to work. Employees who report to the Medical Department prior to the start of their shift with a release from their personal physician stating that the employee is able to resume his or her normal and regular job assignment will be permitted to return to work. The employee may be notified by the Medical Department to report to that office for a physical examination. If, after the examination, the Medical Department finds the employee acceptable to continue, the employee will return to work. The employee's pay will continue through the time spent in the examination. If on the other hand, the examination does not reveal the employee to be in the opinion of the Medical Department, acceptable for work, the employee's pay will be stopped with the termination of the examination and the employee will clock out of the plant. Any employee who finds it necessary to visit the Hospital of First Aid facilities in the plant during his regular working hours must secure the necessary approval of his supervisor (emergencies accepted) and present it to the Nurse on duty. Thereafter, a determination will be made as to whether the individual will be returned to work or excused from work. If excused, he will be paid for all time prior to the determination. Those employees of the Midnight shift who are directed or desire to stay over to see the Doctor will be given first priority. (Emergencies accepted.)

Demand No. 322:

The Union demands that Management provide transportation for employees sent home, due to illness.

Settlement:

Under current conditions, Management will continue the current practice of attempting to contact a member of the employee's family to pick up an employee who becomes ill at work. Additionally, Management will continue the practice of furnishing transportation to a hospital in an emergency dictated by the circumstances at the time.

Demand No. 323:

The Union demands that a better system of communication be established for receiving outside ambulance service so the incoming service will be better informed on where they need to go in the event of an emergency.

Settlement:

This demand is resolved on the basis that effective July 2, 1990, the Medical Department has contracted with Emergency Medical Ambulance Service, EMAS, for EMAS to be the major provider of ambulatory services to Roll-Royce Corporation. EMAS staff has received on site orientation to our emergency plant entrances and have been provided the necessary maps and entry instructions to assure the most expedient service possible during emergency situations. Additionally, Rolls-Royce Corporation's contract with EMAS and has been given specific written instructions regarding the information they must relay to EMAS drivers during service calls.

Demand No. 324:

The Union demands that employees working with the Instapak process (utilizing MDI) be given a respiratory test by the First Aid Department every three (3) months.

Settlement:

This demand is resolved on the basis that as long as the Instapak process (utilizing MDI) is in use, employees assigned to this work will receive annual pulmonary function tests.

Demand No. 325:

The Union demands that the emergency phone call system be upgraded.

Settlement:

Employees should secure primary and secondary emergency telephone number from their immediate supervisor. During first and third shifts Plant Security should be contacted on 230-4138. It is understood that non-emergency telephone calls will not be accepted. Caller must know employees full name and department number.

Demand No. 326:

The Union demands that Management provide the Industrial Hygiene Technician with notice of all reported work-related cases with symptoms such as headaches, nausea, skin problems and respiratory complaints.

Settlement:

Management will direct the medical department to make available a list of departments to Health and Safety of departmental complaints that receive medical attention for nausea, skin irritations, and respiratory complaints.

Demand No. 327:

The Union demands that anyone who is hurt on the job be allowed paid leave to see a doctor or therapist. Effect: Some foremen require using vacation time to cover the time lost.

Settlement:

Employees who have been hurt during work will be allowed to attend doctors' visits or therapist visits as paid leave during their normal 5-day, 8-hour shift. If the visit is within one (1) hour of the end of the employee's regular shift the employee may go directly home.

Demand No. 328:

The Union demands that the Laser Cart, which weighs 800+ pounds in Department #0531, have a truck available for the Laser Cart so it can be specifically used to pull the cart when it is necessary for it to be moved.

Settlement:

This demand is resolved on the basis that Management will provide Department 0531 employees with an electric scooter capable of transporting their large Laser Carts.

Demand No. 329:

The Union demands the AC department operator be issued a gas or electric scooter for better faster service to the test cell problems that arise.

Settlement:

One transporter will be procured for AC employees.

Demand No. 330:

The Union demands for Maintenance Department 0828, one gas powered flatbed truck and three service carts gas powered. With the construction work and service work in all the outbuildings plus the looking for materials, the travel time is very costly to the company.

Settlement:

One additional powered cart will be purchased similar to the one purchased in the summer of 1996.

Demand No. 331:

The Union demands that all bicycle service and repair work be done only by Auto, Truck & Trailer Repair Mechanic.

Settlement:

This demand is resolved on the basis that bicycle repair will be performed by the classification Auto, Truck & Trailer Repair. It is understood by the parties that simple repairs of the kinds as replacing chains which have slipped off but not broken, straightening handlebars, will be made by persons using the bicycles.

Demand No. 332:

The Union demands that all scooters be inspected at least once a year.

Settlement:

Management will establish an inspection requirement for scooters and schedule inspection once a year.

Demand No. 333:

The Union demands that all moving equipment including power trucks and scooters, be parked for 5 minutes prior to and 5 minutes after shift change, to prevent blocking of pedestrian aisle.

Settlement:

It is the responsibility and obligation of Management to ensure that all employees (hourly & salary) who operate moving equipment to do so safely. Bargaining Unit and salaried employees have been instructed to avoid crowds, to keep away from congested areas during lunch periods and shift changes, to pull to the side and stop as required by the existing conditions and to proceed only when it is safe to do so. Employees assigned to operate such equipment will be provided instructions to comply with this settlement.

Demand No. 334:

The Union demands that all moving equipment, including power trucks and scooters, be parked ten minutes prior and ten minutes after shift change and lunch periods.

Settlement:

This demand was resolved on the basis of the following: When aisles are congested with pedestrians, the vehicle operator shall apply the common-sense safe practices necessary to avoid injuring anyone. When large numbers of employees are entering or leaving the plant, during lunch or at the change of shift, the vehicle operator shall stop his vehicle until it is safe to proceed. Pedestrians have the right of way at all times.

Demand No. 335:

The Union demands that all moving equipment including power trucks and scooters; be parked 5 minutes prior to and 5 minutes after shift changes and lunch periods.

Settlement:

Employees operating in-plant vehicles will be instructed to avoid congested areas during lunch periods and shift changes. Employees operating any in-plant power vehicle in a congested area during one of these periods is to pull over and stop until it is safe to continue. This applies to any power vehicle in the plant except emergency vehicles.

Demand No. 336:

The Union demands that an electric or gas-powered scooter be purchased for department 0521-C to replace the scooter that was damaged beyond repair.

Settlement:

Management will attempt to locate an unused scooter that is currently owned by Rolls-Royce Corporation and re-allocate it to department 0521-C.

Demand No. 337:

The Union demands that all rolling stock at Rolls-Royce be worked on by the Garage Mechanics. Including all security vehicles, leased cars and leased equipment.

Settlement:

Vehicles that are owned or leased by Rolls-Royce Corporation which warranty and lease agreements do not cover will be maintained by the Garage Mechanics provided that Rolls-Royce Corporation has the necessary capabilities to perform the work.

Demand No. 338:

At no time will Management call the employee's home after they have reported their absence.

Settlement:

It is not Management's intention to embarrass or harass its employees. Telephone calls will not be made unless the circumstances demand or require this type of contact.

Demand No. 339:

The policy requiring any statements for short absences must be stopped.

Settlement:

This demand is resolved on the basis that it is Management's intention to apply the requirements of attendance fairly and equitably. The requirement to substantiate his absence or be excused is a basic relationship between an employee and his employer. It is not Management's intention to harass employees or to make inquiries beyond reasonable requirements regarding his attendance.

Demand No. 340:

The Union demands that any employee who is required to leave the plant on personal business be given an excused pass to leave the plant without question.

Settlement:

It is recognized that being excused from work is primarily a matter between the employee and his supervisor. This demand is resolved on the basis that an employee's request for personal time off will be given every possible consideration. An employee who insists upon leaving the plant for personal reasons will be clearly advised as to whether his leaving is excused or unexcused. Instances brought to the appropriate Manager's attention contrary to the above will be promptly corrected.

Demand No. 341:

The Union demands that employees not be coded (unexcused) for any absence, until being informed as such.

Settlement:

This demand is resolved on the basis that it is the employee's responsibility to notify Management of his reason for absence. In those instances where an employee has returned to work from a period of absence, and his reason for absence is determined to be satisfactory by Management, the absence code on the Time and Attendance Run will be changed to so reflect the type of absence. If the reason for absence is determined by Management to be unsatisfactory, the employee will be so advised.

Demand No. 342:

The Union demands that employees using Self-help Program on 3rd shift be given an excused pass to attend Follow-Up Programs.

Settlement:

This demand is resolved to the satisfaction of both parties on the basis that afternoon shift employees who are attending EAP meetings during afternoon shift working hours will be excused to attend such meetings, with the understanding that they will return to work immediately after the meeting has been concluded. The EAP coordinator will verify the fact that the employee has attended the meeting and also stipulate the starting and ending times of the meetings on the employee's inter-departmental pass.

Demand No. 343:

The union demands no employee be required to furnish their own tools.

Settlement:

The parties recognize that Management bears the responsibility of providing the tools necessary to perform non-skilled work. In the areas where this is not the case, supervision will determine the tools necessary to do the job and provide tools as required to perform work tasks. In those situations where the employee chooses to utilize his personal tools on the job, the provisions of Local Demand Settlement No. 344 will continue to apply.

Demand No 344:

The Union demands that in the cases where employees are required by Management to provide their own tools and toolboxes, Management will replace such tools providing they are damaged broken or stolen at Rolls-Royce Corporation.

Settlement:

With respect to employees who are required to provide their own tools, Management will replace or repair approved type tools damaged in the performance of their job. Damaged tools will be turned into the crib and, at the discretion of Management, will be repaired or replaced with a tool of comparable quality or the employee will be reimbursed for the replacement value of the tool. Tools which are replaced will be on an exchange basis with the damaged tool becoming the property of the Company. Cases, such as those addressed in this demand, will be handled on an individual basis, based upon the circumstances involved.

Demand No. 345:

No employee shall be instructed by Management to take tools from other workers toolboxes or working area where that employee has such tools checked out without the approval of the employee that has the tools checked out.

Settlement:

It is not Management's intention to open personal toolboxes of employees without their knowledge or permission; however, should it be necessary to open an employee's toolbox when he is not present, such decision must be made by a member of Management, and a member of Management will supervise the entry. Management will continue to replace tools damaged or stolen as the result of Management decisions, providing the loss or damage is reported as soon as possible, and can be substantiated.

Demand No. 346:

The Union demands that clothing damaged on company property, which was the result of faulty equipment or some other Management responsibility, will be replaced at Company's expense.

Settlement:

Management recognizes that the safekeeping of employees' personal tools, equipment or clothing is necessary. Therefore, in those instances where an employee knows or finds he will be absent for an extended period and requests it. Management will provide an area where he can store his secured box. He will be furnished a receipt upon request. Employees will be fairly reimbursed when there is damage or destruction of their personal property due to the fault of the company, and there is no fault on the part of the employee, or if an employee's personal tool is damaged or destroyed at the specific request of a supervisor to perform an assigned job. It is understood that these items are subject to normal wear and damage, which is not the responsibility of the company, and must be handled on their individual merits. It is understood that these provisions will not apply if: (1) the tool guarantee covers the loss, (2) the loss or damage is not reported as soon as possible.

Demand No. 347:

The Union demands that the classification of Stationary Engineer perform no maintenance work outside the four walls of the Powerhouse.

Settlement:

Under present operating conditions, this demand is resolved on the basis that Powerhouse Stationary Engineer will not maintain anything outside the Powerhouse except electrical sub stations, cooling towers and Powerhouse equipment in utility monitors such as are now located in the East Bldg. at Plant #5.

Demand No. 348:

The Union demands that informal leaves not to exceed (30) days for personal reasons, be granted upon request.

Settlement:

In clarifying this demand, the Union contended Supervisors were denied the right by higher supervision to grant thirty-day leaves of absence as provided in Paragraph (103) of the National Agreement to employees. Management assured the Union that Supervisors have the right to grant thirty-day leaves of absence under the provisions of Paragraph (103) of the National Agreement and would so be advised. Supervisors will be instructed to give every reasonable consideration to granting such requests.

Demand No. 349:

The Union demands that more than one employee per shift be given vacation time off in the Powerhouse at the same time.

Settlement:

Management is aware of the importance of allowing as many employees to utilize vacation time off as possible during desirable periods in accordance with a realistic evaluation of manpower availability during the period in question. Arbitrary quotas will not be established, and Management will give consideration to requests pursuant to the scheduling requirements of the group. Any situations brought to the attention of Labor Relations contrary to the above, will be corrected.

Demand No. 350:

The Union demands that CPR training be provided for all employees that desire such training to be done during working hours and provided on-site. Management shall survey employees once each year for volunteers interested in taking CPR training. Management shall arrange for the training on-site and pay for the training on the employee's own time.

Demand No. 351:

The Union demands that all employees be furnished chairs upon request, and they be properly fitted for the job.

Settlement:

On those operations where chairs are provided, they will be continued unless the local Health & Safety Committee determines that they impair the efficiency of operations or would be a safety factor.

Demand No. 352:

The union demands that 100% of the cost of rental uniforms be paid by the Company with AEC/RR and UAW 933 properly displayed.

Settlement:

This demand is resolved on the basis that the Company will share in the cost of employee uniform rentals, with the Company paying 40% of the uniform rental costs and the employee paying 60% of the uniform rental costs. All other aspects of the uniform rental program will remain unchanged.

Demand No. 353:

The Union demands that no employee be assigned to work alone.

Settlement:

This demand is resolved on the following basis that Management will not assign employees to work alone when to do so would create a safety hazard to the employee. (See example below).

In those instances where an employee is assigned to work alone, Management will take necessary precaution to check that employee on a regular and continuing basis. (Examples of such assignment would be working overhead alone, in pit alone or handling dangerous chemicals or acid in open tanks.)

Demand No. 354:

The Union demands that Management abide by Local Demand Settlement No. 347, regardless of manpower or job size inside the four walls of the Power House. Local Demand Settlement No. 347 adequately addresses this issue. It is understood that the Powerhouse does not relinquish the right to maintain a piece of equipment, even though Maintenance trades are utilized for repair or modification of such equipment.

Demand No. 355:

The union demands that Electron Beam Welding machines have proper instructions and standards posted.

Settlement:

This demand is resolved on the basis that a procedure of sequential operations for shutting down and reapplying power will be posted on each Electron Beam Welding machine.

Demand No. 356:

When protection clothing is used, they shall be fit to size.

Settlement:

This demand is resolved on the basis of the understanding that where size is a factor, the protective clothing will be ordered by size.

Demand No. 357:

The union demands that the Attendant Oil Stores employees be furnished protective clothing, for outside work during winter months.

Settlement: Refer to LDS 640

Demand No. 358:

The union demands that Management not restrict wearing apparel, when their anatomy is covered.

Settlement:

In general, Management has no objection to employees dressing as they choose as long as they are decently attired, and their manner of dress does not create disturbances and falls within the bounds of acceptable safety practices and standards. Any article of clothing worn into the plant will be evaluated as to its ability to satisfactorily protect the employee from the inherent safety factors of his or her particular job assignment and will also be evaluated against the acceptable norms of dress, and if within these norms and safety will be permitted.

Demand No. 359:

The Union demands that protective clothing be furnished by the company for all employees that do work outside or require them to be outside. To consist of a hooded water-resistant all-weather parka and insulated coveralls.

Settlement:

Rain wear will be provided for employees whose job assignments require them to work outside when common sense would dictate that rainwear is needed.

Demand No. 360:

The Union demands that the maintenance painters be allowed to rent white painter's uniforms.

Settlement:

Demand granted.

Demand No. 361:

Management to provide new gloves & protective clothing for all employees for all jobs upon which they are needed.

Settlement:

Necessary protective clothing and equipment will be provided as required by the individual job assignment. This protective equipment to include overalls, which will be available in the cribs for use by the employee. It is understood that the following classifications will have such equipment available: Millwrights, Pipefitters, Machine Repair/ Equipment Builder, Welder Maintenance, Welder, Tool & Die, Welder Tool & Die – Certified, Test & Service Mechanic, Attendant, Salvage, General Maintenance, Salvage and Rework Mechanic, Refrigeration & Air Conditioning Maintenance, Carpenters, Heat Treat Furnace Operators, Painter Spray (Prod.) Auto T&T Repair Mechanics and Plater. In addition, coveralls will be reinstated where presently being used. Gloves will continue to be cleaned and used, however, gloves with holes or tears will not be re-issued. The questions of weight of material of protective clothing must be controlled by the degree of protection required. In those instances where lighter weights material will afford satisfactory protection for job in question, it will be investigated and appropriate action taken.

Demand No. 362:

The Union demands that all Carpenters be furnished (3) pairs of painter's uniforms weekly.

Settlement:

Management will continue to provide necessary protective clothing and equipment as required by the individual job assignment.

Demand No. 363:

Management to furnish coveralls for any classification that ruin their clothes in performing their job.

Settlement:

This demand resolved on the basis that necessary protective clothing required, by the individual job will be made available for the following classifications: Millwright, Pipefitters, Machine Repair/ Equipment Builder, Welder, Maintenance, Welder, Tool & Die, Welder, Tool & Die- Certified, Department 0547, Test & Service Mechanic, General Maintenance, Salvage & Rework Mechanic Attendant, Salvage, Refrigeration & Air conditioning Maintenance and Carpenters.

Demand No. 364:

Demand that coveralls and tools be furnished to Test Mechanics and Experimental Assemblers.

Settlement:

This demand resolved on the basis that Special Tools and protective clothing (including coveralls) required in the performance of the assignments involving the classification Test & Service Mechanics, and Assembler, Engine & Propeller will be provided by Management. Management will continue to replace tools broken or damaged in the performance of their jobs.

Demand No. 365:

The union demands that coveralls be furnished for all employees upon request, and they be of cloth material.

Settlement:

Necessary protective clothing and equipment will be provided as required by the individual job assignment. This protective equipment to include coveralls, which will be available in the cribs for use by the employees. It is understood that the following classifications will have such equipment available. Millwrights, Pipefitter, Machine Repair/. Equipment Builder, Welder, Maintenance, Welder, Tool & die, Welder, Tool & Die – Certified, Test and Service Mechanic, Attendant, Salvage, General Maintenance, Salvage & Rework Mechanic, Refrigeration & air Conditioning Maintenance, Carpenters, Heat Treat Furnace Operators, Painter Spray (Production), Auto T&T Repair Mechanic and Plater. The question of weight of material of protective clothing must be controlled by the degree of protection required. Problems brought to the attention of Management will be corrected.

Demand No. 366:

The Union demands that all employees that perform outside work be furnished insulated clothing and boots.

Settlement:

Employees whose normal work assignment included outside work are expected to provide their own appropriate work clothes. In the matter of unanticipated changes in the weather or job assignment, protective clothing will be provided.

Demand No. 367:

The Union demands that the company provide summer weight coveralls for all employees in need of coveralls.

Settlement:

This demand resolved on the basis that light weight coveralls will be stocked in the General Stores crib in addition to those presently being used.

Demand No. 368:

The Union demands that on the North Shipping Dock we need insulated coveralls for winter – loading and unloading trucks – inspection and truck drivers.

Settlement: Refer to LDS 640

Demand No. 369:

The Union demands coveralls at SCO.

Settlement:

Management shall make coveralls available for employees assigned to SCO.

Demand No. 370:

The Union demands that Test Mechanics (Department #0873) be furnished two pairs of safety shoes each year.

Settlement:

This demand is resolved without prejudice on the basis that Management will reimburse the employee for the purchase of two pair of oil-resistant safety shoes initially, and the replacement of one pair of oil-resistant safety shoes per year for each Test & Service Mechanic, if their current safety shoes have become unserviceable as a result of exposure to fuel or oil. The employee must submit the damaged shoes to his or her supervisor prior to replacement and provide a receipt for reimbursement.

Demand No. 371:

The Union demands that Management provide new gloves, and not rewashed upon request.

Settlement:

It is Management's responsibility to issue gloves to employees assigned to operations requiring such protective clothing. It would be impractical to confine each such issuance to new gloves. Management will issue gloves which are in good serviceable condition. Gloves re-issued to employees will be cleaned and will not contain chips and shaving patches to the extent that their use will be adversely affected. Any complaints to the contrary may be taken up by the employee with his immediate supervisor, and suitable gloves will be furnished. New gloves are available in Heat Treat departments for employees assigned to perform work in Heat Treat Furnace Operator and Control Man classifications as needed.

Demand No. 372:

The Union demands that any employee be permitted to obtain clean shop towels from the crib at any time.

Settlement:

This demand resolved on the basis that shop towels will be provided as required by individual job assignments. It is understood that this settlement will not interfere with any mutually satisfactory method currently in effect at this Company.

Demand No. 373:

The Union demands that the Platers be furnished two (2) pairs of safety shoes per year at no cost to employee.

Settlement:

The Safety Department will investigate the type of safety shoe protection needed for the Platers.

Demand No. 374:

Deleted

Demand No. 375:

The Union demands that the Degreaser in Department 0551 be moved from the Weld Area.

Settlement:

This demand is resolved on the basis that the referenced Degreaser is in need of repair or replacement. Upon completion of this repair or replacement, new cleaning and operating instructions will be provided which are intended to eliminate the problem of fumes in this area. Failing this, the parties will again review the situation for other solutions to correct the problem.

Demand No. 376:

The Union demands that Management furnish coveralls to Powerhouse employees.

Settlement:

Management will furnish necessary protective equipment and clothing, including coveralls, as required by the individual job assignment in the Powerhouse. Arrangements will be made to provide for the collection and distribution of coveralls at Plant #5 for Department #0521 Powerhouse employees which will eliminate the condition discussed by the parties.

Demand No. 377:

The Union demands that every Powerhouse employee working in and around hazardous environments, have their own personal hazardous protective equipment.

Settlement:

This demand is resolved on the basis that adequate quantities of hazardous protective equipment are provided by the Powerhouse. This equipment is either personal, disposable or laundered. Air supplied and powered respirators are thoroughly cleaned and disinfected and stored after each use in accordance with the "Respirator Maintenance Procedure". Procedures for equipment care will be posted in the cabinets.

Demand No. 378:

The Union demands that each #0521-C employee receive 2 pairs of winter cover-all suits.

Settlement: Refer to LDS 640

Demand No. 379:

The Union demands that the Powerhouse be allowed to send their own gloves to a laundry, and they be returned directly to the Powerhouse.

Settlement:

Powerhouse employees will be provided barrels labeled "powerhouse" so that their gloves can be separated at the laundry and returned to the Powerhouse.

Demand No. 380:

The changing of coolant must be performed in a timelier fashion in order to eliminate the unsatisfactory working condition and health hazards that presently exist.

Settlement:

This demand was resolved on the basis that in the event a complaint arises in the matter of coolant, its usage, etc., will be investigated promptly and if a problem exists, appropriate action will be taken.

Demand No. 381:

The Union demands that no chemical be used by Rolls-Royce Corporation unless the manufacturer is willing to provide 100% ingredient information.

Settlement:

This demand is resolved on the basis that the present list of chemicals for which the manufacturer has not provided 100% of the ingredients will be reviewed by the Joint Local Health and Safety Committee. If other manufacturers can be used who will disclose 100% ingredients, then their product will be used instead. In the future, before any chemicals can be brought into Rolls-Royce Corporation without the 100% ingredients disclosed, the Joint Local Health and Safety Committee must agree to allow this to happen.

Demand No. 382:

The Union demands Management provide written proper lock-out procedures on all new cell area machines (i.e. electrical, hydraulics and pneumatics).

Settlement:

This demand is resolved on the basis that written lockout procedures will be provided for all FOF cells.

Demand No. 383:

(Safety) The Union demands that Management monitor vehicles that use gasoline and emit lead or carbon emissions that do not meet OSHA limits, be replaced with new equipment.

Settlement:

If any employee has a concern about overexposure to carbon monoxide (CO), his or her supervisor should call the Safety Department who will check the area for CO and let the employee and supervisor know the results. Equipment emitting excess fumes will be taken out of service until the problem is corrected. Any trucks rented or purchased will be electric trucks. The only exception will be trucks for Manufacturing Services, who may need more powerful equipment to move machinery. Any request for gasoline-powered trucks, rented or purchased, must be approved by the Joint Health & Safety Committee.

Demand No. 384:

When any safety problems arise in the Rolls-Royce Corporation, any members of the Shop Committee shall have the right to go directly to the Safety Director to discuss the problem. If the condition is not corrected, a meeting shall be set up immediately between the Shop Committee and Management with the Personnel Director present to work out a satisfactory solution to the safety problem.

Settlement:

Safety is the recognized concern of everyone, however, the responsibility for safety is necessarily that of Management, Employee and the Union are encouraged to offer suggestions in regard to safety and prompt attention will be given to complaints regarding any safety matters.

Demand No. 385:

The Union demands a regular and continuing inspection program on all moving equipment, including power trucks, transporters, hoists hangers and cranes on a regular and periodic basis.

Settlement:

Management will continue to schedule and perform periodic safety inspections of moving plant equipment including power trucks, transporters, hoists, cranes and hangers. It is recognized that the cooperation of the employees utilizing this equipment is necessary to insure proper and safe usage. Therefore, employees assigned to operate this equipment will be re-instructed to perform surveillance checks prior to placing equipment into daily service. As long as present operating conditions prevail, power trucks, cranes, hoists and hangers will be subject to a quarterly inspection. If conditions are altered which affect such inspection requirements, the Union will be advised.

Demand No. 386:

(Safety) The Union demands that when an environmental test is run in the Powerhouse, the results be posted.

Settlement:

This demand is resolved without prejudice to either parties' position on the basis that results of Asbestos identification samples and special drinking water tests in the powerhouse will be posted in a timely manner for a period of one week and then retained in a file accessible to powerhouse employees and Union representatives through the Powerhouse supervision.

Demand No. 387:

The Union demands that eyeglasses be issued per prescriptions to ALL employees, with choice of frame, as requested by the employee, at no cost to the employee.

Settlement:

This demand is resolved on the basis that when employees actively at work are issued prescription safety glasses, they must be as prescribed by the employee's doctor. Prescription safety glasses will be replaced or repaired at no cost to the employee in those instances where damage is attributable to the job assignment, unless it can be specifically proven otherwise. The employee will have a choice of available frames at no cost to them.

Demand No. 388:

The Union demands that no employee be required to wear safety glasses in the aisles, break areas, foreman's office or any other place where machining work is not being performed.

Settlement:

This demand resolved on the following basis: Employees must wear safety glasses in all plant areas with the exception of cafeterias, break malls, first aid stations and enclosed office areas.

Demand No. 389:

The Union demands that safety glasses cleaning equipment be available in all departments.

Settlement:

This demand is resolved on the basis that safety glasses lens cleaner will be available upon request.

Demand No. 390:

The Union demands that all glasses, either standard issue or prescription which become pitted or damaged on company property during working hours, be replaced free of charge at employees request without argumentation.

Settlement:

Prescription safety glasses will be replaced or repaired without charge to the employee in those instances where damage is attributable to the job assignment, unless it can be specifically proven otherwise. Prescription Glasses lost or damaged not in connection with an employee's work at this Company will be repaired or replaced at the employee's expense. Standard issue safety glasses have never been a problem and will be issued on the same basis as in the past.

Demand No. 391:

The Union demands when employees are issued prescription Safety Glasses, they must be prescribed by employees' doctor. If these glasses are later found not to be as prescribed by the doctor, they will be replaced by Management, at no cost to the employee.

Settlement:

This demand is resolved on the basis that when employees are issued prescription Safety Glasses, they must be prescribed by employees' doctor. If these glasses are later found not to be as prescribed by the doctor, they will be replaced at no cost to the employee.

Demand No. 392:

The Union demands Rolls-Royce Corporation furnish tinted eyeglasses (per prescription) at no cost to the employee.

Settlement:

This demand is withdrawn on the basis that tinted safety glasses, up to a No.2 soft light tint, are provided, if prescribed by the employee's eye Doctor, under the provisions of the Company's Safety glass program.

Demand No. 393:

The Union demands that RX safety glasses and all frames be provided at no expense to employees.

Settlement:

This demand is resolved on the basis that one (1) additional male and female frame selection will be added to those currently provided to employees at no cost by Management. The frame to be added will be the most popular extra cost frame style chosen by employees over the past twelve months.

Demand No. 394:

The Union demands that when an employee requests safety RX glasses provided by the Company that they be received no later than two weeks from the time the RX is turned in and employee be notified when the glasses are in.

Settlement:

In resolution of this demand, a new local vendor has been secured to provide better delivery service of prescription safety glasses. Additionally, employees will be issued a card at the time of order informing them of the expected delivery date of their glasses, a telephone number to call for information, and the hours of service.

Demand No. 395:

The Union demands Rolls-Royce Corporation pay for all glasses and plastic lens, including tint and plastic lens.

Settlement:

This demand is resolved without prejudice to either parties' position on the basis that Management will provide employees with prescription safety glasses including the following items:

- Company approved frames.
- Plastic lenses with scratch resistant coatings.
- Company approved tints.

Demand No. 396:

The Union demands that Management provide respirators of a type that will protect an employee who has "facial hair".

Settlement:

Four air respirators will be made available for employees with facial hair.

Demand No. 397:

The Union demands that the company maintain sanitary, safe and healthful working conditions in the Plant. To equip all hazardous machinery with effective safety devices, to maintain precautions against exposure to occupational diseases and poisoning and to furnish without cost to the employees whatever protective equipment and special clothing may be needed by them for safe and healthful performance of their jobs.

Settlement:

This demand is resolved on the basis that Management will continue to provide the necessary protective equipment based on the individual requirements of the jobs.

Demand No. 398:

The Union demands that proper safety meetings be held on a timely basis for Powerhouse employees and that a carryover book be left in each powerhouse for use of employees.

Settlement:

Management will provide safety talks in the Powerhouse in a timely fashion. Under current operating conditionings a carryover book will be provided for Powerhouse employees.

Demand No. 399:

The Union demands that safety meetings be held at least once a month, and be held in Conference Rooms, with a District or Alternate Committeeperson present.

Settlement:

Safety is a joint concern of the parties as attested to by the National Agreement. Management agrees that safety related topics are the proper subject for safety meetings, and such meetings are not for the purpose of harassing employees. Requests for representation will be handled in accordance with Paragraph (29) and Document No. 1, Paragraph IV.b. of the National Agreement.

Demand No. 400:

The Union demands that the hands-on Health and Safety training be enlarged.

Settlement:

Management will make additional space available to enlarge the training area. The area will expand to the West to an area approximately 20' x 40'. The oilers will be moved to the north area of the current Health and Safety training area.

Demand No. 401:

The Union demands that all new hires receive their Health and Safety training prior to them performing their job on the floor.

Settlement:

New employees shall be given new employee Health and Safety orientation training during their first 30 days of employment.

Demand No. 402:

The Union demands that all piping be labeled at once.

Settlement:

Management is continuing to assign employees to label pipes in accordance to OSHA requirements. These assignments will be continued to comply with the OSHA requirements and shall be completed within 12 months.

Demand No. 403:

The Union demands all vacuum furnace operators at SCO be given continuous training, for safety, in the following areas.

1. Lock-out training
2. Confined space training

Settlement:

Lock-out training and confined space training will be provided to Experimental Single Crystal Developer employees at SCO.

Demand No. 404:

The Union demands all Apprentices receive their Health and Safety training during the first month on the job.

Settlement:

Newly made apprentices shall be given Health and Safety orientation training during their first month on the job consisting of fall protection, confined space and lockout/tagout.

Demand No. 405:

The Union demands more information on materials and methods on health hazards short- and long-term effects at SCO be offered.

Settlement:

Management will provide safety information upon request.

Demand No. 406:

The Union demands that the Health and Safety area be enlarged inasmuch as we need bigger classrooms.

Settlement:

Under the provisions of the MSE Transition Document language of this agreement, the parties have agreed to study the training requirements of the future. As such, facilities for Health and Safety shall be considered as well.

Demand No. 407:

The Union demands Rolls-Royce Corporation have several eyeglasses cleaning stations at key locations (penthouses).

Settlement:

Eyeglass cleaner will be available at supervisors' desks on the midnight shift.

Demand No. 408:

The Union demands that all wooden ladders be removed and replaced by metal.

Settlement:

Under current conditions, all stationary ladders to penthouse sub- stations are metal.

Demand No. 409:

The Union demands that all mercury instruments from the shops be removed and if still needed be replaced with electronic instruments.

Settlement:

There are some mercury containing instruments where there is no known replacement. Management will, when possible, replace the mercury instrument with a suitable alternative during the normal replacement process.

Demand No. 410:

The Union demands that all service shops be moved to the ground floor so that toolboxes and materials do not have to be carried up and down stairs.

Settlement:

Management will relocate the Electrician in Plant 8 mezzanine to the 1st floor.

Demand No. 411:

The union demands that all health and safety complaint settlements be implemented within 90 days.

Settlement:

It is management's intent to implement health and safety settlements within a timely manner.

Demand No. 412:

The Union demands that all parts tumbling machines be surrounded or enclosed with soundproof materials.

Settlement:

When an issue arise as to the noise level of a tumbling machine, Health and Safety will be notified to check the DB levels as required by OSHA standards, if it is determined that the DB levels exceed OSHA requirements, management will take appropriate actions to correct the situation.

Demand No. 413:

The Union demands that a log be kept in each department on what metal working fluid is used in each machine. This log should also include when the coolant was introduced, if any biocides were added, and the dates the coolant tanks were cleaned.

Settlement:

Management recognizes the importance of maintaining the overall effectiveness of machines and the cutting fluids their in. Management will develop and implement a program in line with RRPS for monitoring and maintaining equipment and their cutting fluids in pertinent areas. Cell employees will be responsible for collecting and documenting the appropriate information.

Demand No. 414:

The Union demands that all machines purchased that use metal working fluid have a properly sized ventilation system at the time of installation. This requirement should be added to the PE1 document.

Settlement:

Management will ensure that machines requiring ventilation systems will be equipped with correctly sized ventilation equipment at the time of installation.

Demand No. 415:

The Union demands that all departments that store Hazardous Waste drums have a marked designated location in the department.

Settlement:

Granted

Demand No. 416:

The Union demands that Management have someone on site that has the certification of Radiation Safety Officer to ensure that all equipment is maintained in good working order. Annual inspections are required but at times there is a need to have someone qualified between inspections.

Settlement:

Management will investigate the merits of having a HS&E specialist (salary employee) certified in radiation safety.

Demand No. 417:

The Union demands that departments that have a noise machine placarded (Hearing Protection required), these departments should have a (High Noise Area) sign placed in a prominent place to warn people entering the department.

Settlement:

Granted

Demand No. 418:

The Union demands that management purchase for the Welders a Powered Air Purifying Respirator that has an auto darkening welding lens.

Settlement:

Management agrees to supply plant 5 and 8 one welder's mask each, with a powered air purifying respirator that has an auto darkening welding lens.

Demand No. 419:

The Union demands that a ventilation system be installed in the Men's and Women's penthouse located north of E&E cafeterias, at Bay Location Z-12.

Settlement:

Granted

Demand No. 420:

The Union demands that all duct work in the turbine wheel area be cleaned due to the fact of the cast iron dust that blows out onto gages and fixtures.

Settlement:

Management will evaluate the duct work in turbine wheels, and if the conditions warrant cleaning, management will evaluate the cleaning needed and correct the conditions.

Demand No. 421:

The Union demands that Management provide portable external defibrillators in all plants for employees who may suffer a heart attack.

Settlement:

Under current operating conditions, management will provide 6 portables defibrillators for the Indianapolis operations, at locations listed below.

- plant 5 medical dept.
- plant 8 medical dept.
- plant 5 security head quarters
- plant 8 interplant medical transport vehicle
- plant 5 interplant medical transport vehicle- unit #1
- plant 5 interplant medical transport vehicle- unit #2

Demand No. 422:

The Union demands that a high-quality gas monitor be purchased with Intellution and Alarm capabilities for the Co-Gen at Plant #8.

Settlement:

Granted

Demand No. 423:

The Union demands that a noise reduction curtain be installed around the Methane Skid.

Settlement:

Management will check the DB levels according to OSHA standards, if required, management will ensure that the area is properly posted, and hearing protection will be made available.

Demand No. 424:

The Union demands a building be installed around and over the booster air compressors to reduce level of sound at Plant #8.

Settlement:

Management will check the DB levels according to OSHA standards, if required, management will ensure that the area is properly posted and hearing protection will be made available.

Demand No. 425:

The Union demands that the satellite Tool, Die & Fixture gauge areas be enclosed to protect the gages and fixtures from dirt and dust.

Settlement:

Management agrees to install transparent covering around existing satellite Tool, Die & Fixture gauge cribs to minimize exposure to dirt and dust.

Demand No. 426:

The Union demands that safety shoe reimbursement be \$150.00. Currently reimbursement is \$100.00, which has been in effect since 1988.

Settlement:

This demand is resolved on the basis that the classifications of Fluid Support and EAETM will receive one pair of shoes per year at a cost not to exceed \$150.00. It is also understood that departments 0590, 0592, 3594, and 4592 will not be eligible to this benefit.

Demand No. 427

The Union demands that employees be able to play their own personal radios, provided that they are kept to a reasonable volume.

Settlement:

This demand shall be resolved on the following basis:

The parties recognize that the use of battery powered headset radios in the plants can result in potential safety risks and distractions to the efficient operation of the plants. However, Management is not averse to the use of battery powered headset radios in limited areas of the plant where safety and efficiency is not affected. The parties further acknowledge that certain locations such as aisleways, machining areas, etc., and certain assignments such as the operation of any plant vehicles or bicycles, etc., are not compatible with the use of battery powered headset radios. The Joint Health and Safety committee will review areas where battery powered headset radios use may be permissible to assure all safety regulations are adhered with. These might include certain assembly, inspection and non-machining areas. Both parties agree that non-battery powered headset radio (open radio) use is not permitted in any plant areas.

Demand No. 428:

The Union demands a weekend day approximately every 2 years for an open house.

Settlement:

Management agrees to have an open house in 1997, and the parties will mutually agree to periodically schedule open houses thereafter.

Demand No. 429:

The Union demands that when Management is contemplating reducing an employee by "seven-page letter", the District and Zone Committeemen be notified immediately to ensure every effort has been made to train the employee.

Settlement:

This demand is resolved on the basis that an employee who is subject to a reduction for incapability will be advised in writing of the "seven-page letter." The District Committeemen and the Zone Committeeman will be given a copy of the notification.

Demand No. 430:

The Union demands that at no time will an employee be forced to work while pictures are being taken of them.

Settlement:

Employees will not be required to have their picture taken for the sole purpose of publicity or advertisement without the consent of the employee, which will be required. Pictures taken for the purpose stated above will not be used for discipline.

Demand No. 431:

The Union demands that all routings be updated to present job requirements and specifications, including standard time put back in the routings.

Settlement:

As long as present operating conditions prevail, all production routings which have been changed, and which are changed at some future date will show two figures (Gross and Net). One figure will reflect the old rate which appears on the previous routing (Production pieces per hour or rate per hour). The other figure which appears on the routing is to show a rate which may be possible to produce or attain when no delays occur. Production routings and Time Summaries are available for employees use in their department. This information will be with the routings so that the employee can obtain it without contacting his supervisor.

Demand No. 432:

The Union demands that when a credit department writes for verification of employment information, the company respond by mail in a timelier fashion.

Settlement:

In order to best serve the interests of the employees, it is Management's intent, under current operating conditions to process all properly submitted credit verification requests in two (2) days and all properly submitted mortgage verification requests in seven (7) days. Requests requiring more timely execution will be handled on an individual basis. Providing a timely service to employees will be a basic consideration in the administration of duties as conditions change from time to time.

Demand No. 433:

The Union demands that a five-foot canopy be constructed over both #6 oil unloading areas. This canopy would extend five feet over both sides over the fence.

Settlement:

Management and Union will work jointly to provide protection in the form of a canopy.

Demand No. 434:

The Union demands Two hours excused absence to donate blood to the blood bank, will be paid by Management, not to be deducted from Paid Absence Allowance.

Settlement:

This demand is resolved on the basis that a day shift employee may be excused for the last two hours of their shift without loss of pay for the purpose of donating blood to the blood bank. Further, it is understood that no more than one employee from any department will be excused at a time except under agreed special circumstances, except in special circumstances. Management will be notified at least one day prior to the absence for this purpose. It is understood that this opportunity will only be used for functions that cannot be performed by the onsite blood mobile.

Demand No. 435:

The union demands that when an employee works two (2) or more hours beyond eight (8) hours, he will then be afforded a nourishment break of twenty (20) minutes to be paid for by Local Management.

Settlement:

Employees assigned to work overtime assignments will be provided relief time in a proportional manner during that overtime assignment.

Demand No. 436:

The Union demands that an employee's Social Security number not be used for any reason.

Settlement:

Management will only use social security numbers when required by law.

Demand No. 437:

The Union demands that all tape-recording devices be removed from Labor Relations staff including Labor Relations Secretaries.

Settlement:

The dictation recorders in the Labor Relations office are used for internal dictation purposes only.

Demand No. 438:

The Union demands that coat racks and lockers be installed in all plants in all departments in an area enclosed.

Settlement:

Under current conditions, floor lockers are available in all plants for each employee that requests a locker.

Demand No. 439:

The Union demands the stop lights at Raymond Street and back entrance to Plant #5 be in operation 24 hours a day.

Settlement:

Management will talk with the City of Indianapolis, Department of Transportation, in an effort to get the city to make changes to the stop light at the intersection of Raymond Street and Kentucky Avenue.

Demand No. 440:

The Union demands Management abide by the personal relief policy as negotiated.

Settlement:

Management has and will continue to recognize relief as a matter of right. Any question concerning the Administration of this policy directed to Labor Relations will be reviewed promptly and necessary corrections made.

Demand No. 441:

The Union demands Salary Applications once a person takes a job outside of the bargaining unit, all applications will be cancelled pertaining to the Local Agreement (Temporary or Anything).

Settlement:

This demand is granted.

Demand No. 442:

The Union demands that Union Bulletin Boards along with information racks, for Union information only, be installed in each mall and Plant Entrance.

Settlement:

It is the intent of the parties to provide Union Bulletin Boards at suitable locations which provide employees with ample opportunity to read the posted literature. As such, Union Bulletin Boards will be strategically relocated near the Malls and at Plant Entrances used by hourly employees.

Further, joint Union-Management information racks will be provided, to be located at Plant entrances.

Demand No. 443:

The Union demands that Management provide all employees with a copy of all written agreements.

Settlement:

In the event a Supplement is negotiated to the Agreements in effect, such will be distributed upon request.

Demand No. 444:

The Union demands the code numbers of job classifications be put in the back of the Local Agreement.

Settlement:

The Rolls-Royce Corporation wage classification code numbers will be entered in the Local Agreement.

Demand No. 445:

The Union demands that Management provide copies of the Local Agreement for distribution to all employees. This book will include a table of contents and alphabetized index of demand settlements. This booklet will also contain a calendar which covers the years of the Agreement and will be made available no later than 45 days after ratification of the agreement.

Settlement:

This demand is resolved on the basis that Management will provide copies of the Local Agreement to all hourly employees within 60 days from the date of ratification of the Local Agreement.

Demand No. 446:

The Union demands Keep Parking Lots cleaned from glass. This condition exists also in the Foreman's parking area.

Settlement:

This demand resolved on the basis that Rolls-Royce Corporation parking lots will be adequately maintained and problems regarding such parking lots when called to the attention of Labor Relations, will be reviewed and appropriate action taken.

Demand No. 447:

The Union demands that all parking lots be cleaned on a weekly basis.

Settlement:

Necessary maintenance will be supplied to keep the parking lots clean. Trash barrels will be provided in the parking lots. Instances whereby trash barrels are used for other than their intended purposes, will be reviewed with the Union. Severe abuse of such barrels will result in their removal. The parties realize that a spirit of cooperation is necessary among employees in order to maintain clean parking lots.

Demand No. 448:

The Union demands that all cycle parking areas be enlarged, made of cement, and next to the Guard shacks.

Settlement:

Under current conditions, metal stripping will be installed on asphalt surfaced motorcycle parking areas. Management will provide a properly anchored locking device for the use of motorcyclists within a designated parking area.

Demand No. 449:

The Union demands parking lots be patrolled on a regular basis to protect the property of employees.

Settlement:

Parking lots will be patrolled and/ or monitored on a regular basis.

Demand No. 450:

The Union demands that parking spaces be on a first come basis, except handicapped.

Settlement:

In response to this issue, Management agrees to:

1. Re-assess current number and assigned uses of existing parking spaces toward the end of freeing up more convenient spaces for first-come, first-serve parking.
2. Increase number of spaces available for first-come, first-serve parking by reducing allocation to shift supervisory redundancy.
3. All new parking areas will be designated as non-reserved, first-come, first-serve parking by geographic relocation of current reserved spaces.
4. Increase number of spaces available for convenient first-come, first-serve parking by geographic relocation of current reserved spaces.

These agreements recognize the need to retain designated parking for vendor visitors, interplant travel, medical staff, handicapped employees, company pool cars and employees whose job function requires interplant travel.

Demand No. 451:

The Union demands the company make stickers with the employee clock number to put in your car, so if you leave your lights on, etc., security can notify you.

Settlement:

Management will provide voluntary parking decals for identification purposes.

Demand No. 452:

The Union demands CNN Headlines News be played in break areas and lunch areas around the clock.

Settlement:

Refer to LDS 642

Demand No. 453:

Deleted

Demand No. 454:

Deleted

Demand No. 455:

The Union demands all lighting be reinstalled in the Plant, where it has been removed or neglected.

Settlement:

Situations brought to the attention of Management where lights are not operating will receive prompt remedial action.

Demand No. 456:

The Union demands that the proper sewer equipment be bought for Plants #5 and #8.

Settlement:

This demand is resolved on the basis that additional sewer equipment will be purchased at Plants #5 and #8 on an as needed basis to perform work traditionally associated with sewer cleaning.

Demand No. 457:

The Union demands it be able to change acid on etch line without carrying acid up or down stairs.

Settlement:

An acid piping system will be installed on the acid etch line and shall be operational in 1997.

Demand No. 458:

The Union demands the Powerhouse roof be recoated to stop leaks.

Settlement:

Management intends to repair leaks as identified.

Demand No. 459:

The Union demands that all oil coolant areas be provided barrels of floor dry.

Settlement:

Floor dry is currently available upon request from general stores.

Demand No. 460:

The Union demands that all Sheffield Grinders be vented to keep Oil Mist and Fumes from coming inside the Plant.

Settlement:

Under current operating conditions, the precipitrons on Sheffield Grinders are inspected on a quarterly basis. Additionally, certain specified units are inspected monthly based on historical performance. Management agrees to the inspection of percipitrons on Sheffield Grinders in Department 0588 on a monthly basis until history proves this is not necessary. Supervision will be advised that should conditions warrant, a malfunctioning precipitron on a Sheffield Grinder would be shut down upon the completion of the cycle until repairs are made.

Demand No. 461:

The Union demands that Management provide a more effective preventative maintenance program on the jack ladders, electric lifts and vertical lifts.

Settlement:

This demand is resolved on the basis that Management will set up and monitor a more effective preventative maintenance procedure for manual and electric personnel lifts and portable cranes. It is recognized that the cooperation of employees utilizing this equipment is necessary to insure proper and safe usage. Therefore, employees assigned to operate this equipment will be reinstructed to perform surveillance prior to placing equipment into daily service. It is further understood that these personnel lifts and portable cranes will be checked in a designated area under this preventative maintenance procedure on a 90 days basis for the first year and every six months thereafter.

Demand No. 462:

The Union demands that trash bins or chips carts that are pulled through the plant be limited to one only at a time.

Settlement:

The parties recognize that the number of skids, gondolas or carts pulled by in-plant power vehicles is necessarily controlled by circumstances existing at the time. Under current operating conditions, during regularly scheduled shift hours when the plant is in full operation, it is Management's policy that in-plant vehicles do not pull more than four skids or gondolas, or five carts, or two chip barrel dollies with an eight drum capacity at any one time.

Demand No. 463:

The Union demands all chip trucks and gondolas have rubber wheels installed to cut down noise.

Settlement:

This demand is resolved on the basis that management agrees that the empty chip carts are too noisy and continued efforts will be made to reduce the noise to acceptable levels. The parties will jointly monitor the efforts to find and implement an acceptable solution to this problem.

Demand No. 464:

The Union demands that Rolls-Royce Corporation implement a Suggestion Plan.

Settlement:

After ratification of this agreement, the parties will jointly select representatives from Management and the Union to develop and implement a Suggestion Plan at Rolls-Royce Corporation. The committee shall be formed within 30 days of ratification. The program shall be implemented within six (6) months of the formation of the committee.

Demand No. 465:

The union demands that Management install coolant lines with pressure nozzles on every machine to be used by operators and trades person to pressure rinse and flush away dirt and grime. Coolant is far superior to water or solvents in cleaning equipment, and it does not promote rust or corrosion.

Settlement:

During MSE activities, Management will investigate incorporating garden type hoses from coolant systems to be used to rinse off fixtures and tooling equipment needing this.

Demand No. 466:

The union demands that all equipment in the Joint Video Lab be kept up to industry standards.

Settlement:

Management and the Union will investigate upgrading video lab equipment.

Demand No. 467:

The union demands that Department 0591 be air conditioned.

Settlement:

This demand is resolved on the basis that Plant Engineering will investigate, propose, and implement a solution to the heat released from the opening of furnaces and the air conditioning units in the AEP area. This work will be accomplished by the next air conditioning season.

Demand No. 468:

The Union demands that workable battery powered emergency lights be installed in the stairwell leading to the roof at Bay Location W-9, and that they be tested on a regular schedule.

Settlement:

Granted. An emergency light will be installed in the stairwell leading to the roof at Bay Location W-9.

Demand No. 469:

The Union demands that all demand settlements be implemented within 90 days.

Settlement:

It is management's intent to implement all demand settlements within a timely manner.

Demand No. 470:

The Union demands that a full time Factory Maintenance be assigned to both Plant #5 and Plant #8 Powerhouses for Health & Hygiene reasons.

Settlement:

Management will assign the appropriate classification to maintain a healthy and safe environment in the powerhouses.

Demand No. 471:

The Union demands a UAW or Rolls-Royce/UAW night at Victory field for an Indians game.

Settlement:

Management will coordinate getting a block of tickets that may be purchased through the company stores at a discounted rate and recognize it as Rolls-Royce Corporation/ UAW Local 933 night at Victory field.

Demand No. 472:

The Union demands the company stores be jointly run. Products stocked and sold at company stores must mutually be agreed by both parties. Any issues will be handled by both parties.

Settlement:

This demand is resolved on the basis that a joint group will be established that will meet regularly to discuss products which are sold in the company stores that bare the UAW logo. This group will be made up of a member of the Shop Committee designated by the Chairman of Shop Committee and a designated member of Labor Relations.

Demand No. 473:

The Union demands the company reinstate the Gage Surveillance classification, in order to keep gages up to date.

Settlement:

This demand is resolved on the basis that management recognizes the importance of gage certification in overall product quality. Therefore, management will assign appropriate classifications to perform gage surveillance duties.

Demand No. 474:

The Union demands that military reservists be guaranteed Profit Sharing and Performance Bonus if absent during the year for military duty. (Userra Law)

Settlement:

Management will abide by the Federal law regarding Military Reservist.

Demand No. 475:

The Union demands that retirees be allowed to come into the plant escorted by employees or foreman to visit during the last day before the Thanksgiving and the day before the Christmas holidays, for all shifts.

Settlement:

Management will notify the union of the times retirees will be allowed to visit the plant on the day prior to the Christmas holiday.

Demand No. 476:

The Union demands that all engine cans and sleds be marked with a UAW 933 Indpls. IN sticker or something like it, to show that it was assembled by our members.

Settlement:

This demand is resolved on the basis that management agrees to install a flagpole and display the UAW flag in front of plant 5 and plant 8.

Demand No. 477:

The Union demands that tailgate meetings must be held before and after every utility outage for ALL PARTIES involved.

Settlement:

Management will hold advanced and post meetings with the appropriate parties involved with utility outages.

Demand No. 478:

The Union demands that Management begin stocking spare parts for the new machines, I.e. Mazak, Okuma, Okuma-Howa and Makino, in Central Crib so that we as tradesmen will be able to maintain and repair these machines in a timely manner.

Settlement:

Managements policy is to identify and store critical long lead items.

Demand No. 479:

The Union demands that additional A.T.M. (Bank Machines) be installed in the back area of Plant #5 in a mutually agreed location.

Settlement:

Management will investigate the placement of additional ATM machines within the plant, providing this can be achieved at no additional cost to the company.

Demand No. 480:

The Union demands that building be built for Plant #8 chemical storage area. This needs to be a containment area.

Settlement:

Management will build a containment area that will consist of curbs and a drainage area for the plant #8 chemical storage area.

Demand No. 481:

The Union demands that Management get a better plan for leasing equipment and stop wasting money on this equipment.

Settlement:

This demand is resolved on the basis that management will evaluate leasing equipment on a case-by-case basis. In addition, management will continue the practice of utilizing the most economical means available for obtaining needed equipment.

Demand No.:482

The Union demands that the roof vents be fixed to good operating condition.

Settlement:

Under current operating conditions it is management's intent to make a good faith effort to ensure that roof vents do not allow water to enter. However, it is understood that under current building code, there is no requirement for roof vents. It is also understood that management will address leaks on a case-by-case basis and will ensure that an adequate number of vents remain operational per fire zone.

Demand No. 483:

The Union demands that parking lots be re-paved and re-striped.

Settlement:

This demand is resolved on the basis that it is management's intent to continue re-striping and resurfacing plant parking lots on a as needed basis.

Demand No. 484:

The Union demands that the company Store be opened Monday, Wednesday and Friday from 5:00 AM to 7:00 AM, two weeks a month.

Settlement:

A newly joint developed committee consisting of a designated member of the Shop Committee and a designated member of Labor Relations will continue to look at the hours of operation to determine the need of off shift coverage by the company store.

Demand No. 485:

The Union demands a Fitness Center in Plant #5 or #8 or a discount at a Local Fitness Center near work.

Settlement:

Interested employees can receive a participating list from Hourly Personnel of local fitness centers that offer discounts to all Rolls-Royce Corporation employees.

Demand No. 486:

The Union demands an annual Rolls-Royce benefit conference be established.

Settlement:

Management will hold a meeting with the UAW benefit representatives.

Demand No. 487:

The Union demands that #53 fuel tank containment area be cleaned and refurbished.

Settlement:

Granted

Demand No. 488:

The Union demands that the shower in Penthouse 11 Air-Conditioning locker room be replaced with a new fiberglass shower.

Settlement:

Where shower facilities exist by contract, management will ensure that they are maintained to satisfactory condition.

Demand No. 489:

The Union demands that the Dependent child Scholarship Program be restructured as a "true" scholarship program therefore being non-taxable monies under today's laws. (Attachment "B": to Document 8)

Settlement:

This demand is resolved on the basis that management will investigate making the dependent child scholarship a non-taxable scholarship under today's tax laws as long as this does not incur cost to Rolls-Royce Corporation.

Demand No. 490:

The Union demands that all bumper stops be assigned to the Outside Truck Driver classification.

Settlement:

Granted

Demand No. 491:

The Union demands RRC to allow payroll deduction for personal tools and equipment needed to perform tradesman's duties. This would be through the contracted integrated supplier of RRC tool category. Justification: Employees already have payroll deduction for company store items. The current contracted integrated supplier of RRC is a distributor of most tool & equipment items provided for the company such as Craftsman, Milwaukee, Snap-on, etc.

Settlement:

Management will investigate the possibility of having a tool vendor truck visit each of the facilities on a monthly basis. For the purpose of purchase of personal tools thru payroll deduction.

Demand No. 492:

The union demands that all skilled trades have their own areas to work (workshop) with lockable cages that would allow us to lock up and secure our tools and machinery. Someone that is not properly trained could get hurt or cause damage to hand machines. The bench grinders, lathes, mills, belt sanders, etc. are open for anyone to work on. This doesn't happen much on the day shift, but the off shifts have problems messing up machine set-ups or busting wheels on the grinders

Settlement:

A fence will be installed in the "A" building to separate designated Skilled Trades Areas

Demand No. 493:

The union demands that Department 0862 needs a new copper plating rectifier. Our rectifier is not up to the standards of Plant 5 rectifiers. There's have a cathode and anode lead for each part. This allows for amperage to be adjusted independently for an ID and an OD on each part. Our current rectifier is not set up this way and causes problems maintaining the proper thickness i.e. either plating O.D. longer than necessary to make sure I.D. has picked up enough or vice versa

Settlement:

Management will ensure that Department 0862 has the proper process to complete assigned tasks.

Demand No. 494

The union demands that Electricians classification install and maintain all phone lines and cable in all plants

Settlement:

Management will investigate the performance of this work with RRC electricians in regard to cost, schedule, and manpower requirement and contractual requirements with our vendor.

Demand No. 495:

The union demands that preventive maintenance on electrical distribution to be reestablished and kept current with past practice

Settlement:

Management will re-introduce a preventive maintenance.

Demand No. 496:

The union demands that Management supply all Electricians with notebook (laptop) computers

Settlement:

Laptop computers are available for electricians use; management will review the need for additional computers.

Demand No. 497:

The union demands that a person from the classification of Tool & Die Maker be present at all turn-key fixtures and machines verifications. This would include any verifications off-site.

Settlement:

When there is value added we will include a representative from the classification

Demand No. 498:

The union demands that when tooling is procured from outside vendors that accurate and useable prints be returned with said tooling to facilitate repairs or rework in house, which should save money down the road. If we pay for designing and building tooling all design and tooling should be RR property

Settlement:

Granted - should be existing practice

Demand No. 499:

The union demands that the drains in department 0874 cleaning room be repaired for good. They are plugged backed up and stinking at least once a month

Settlement:

Management will investigate problem and review with Skilled Trades Representatives

Demand No. 500:

The Union demands that the job of executing auto schedules by the UMAC IV control system auto-execute screen at Plant 8 be the experimental Aircraft Engine Test Mechanic's responsibility. Auto schedules run off the auto execute screen would include bodies cycles, development endurance cycles, short run development cycles, endurance cycles, and durability cycles. Plant 5 production Test Mechanics run some parts of their production engine acceptance test by the UMAC IV auto execute screen. This demand includes all engines, gear box, clutch and lift fan stand.

Settlement:

UMACs is the main engine-to-test stand interface system in most development test stands. Permissions/access restrictions are setup to prevent inadvertent limit changes or software changes that would risk the engine during testing.

It is recognized that within the bargaining unit agreement, there are occasions where an engine or test facility UMACs auto-execute control interface can be operated by either an Experimental Test Mechanic (manual engine operation) or by a technician (unattended endurance ref. **Settlement:** 50, 52).

Experimental endurance testing will be conducted in the most cost- effective manner considering the risk of inadvertent damage to the test article or the test stands.

All test mechanics need and should have access to this functionality. This is also consistent with how production test mechanics run some manually controlled production engine acceptance tests at Plant 5.

Demand No. 501:

The Union demands that Dept. 0874 engine build elevators will be outfitted with two retractable shop air hose reels of not less than twenty feet of hose per reel per elevator.

Settlement:

Granted

Demand No. 502:

The Union demands that Department 0874 engine tooling and fixtures will be reconditioned, repaired or replaced as needed to avoid injury to the tool user or damaged to the engine part.

Settlement:

Granted

Demand No. 503:

The Union demands that the expanded metal safety grates for Department 0874 engine build elevators will be repaired, reconditioned or replaced.

Settlement:

Management will ensure that the grates are kept in a serviceable safe condition.

Demand No. 504:

The Union demands that broken engine tooling or fixtures in Department 0874 will be repaired or replaced; this shall include well-worn tooling that has been deemed too dangerous to use.

Settlement:

Management will jointly develop a list of tooling and will periodically review with the Union. In cases where worn tooling is found, Management will repair and replace as needed.

Demand No. 505:

The Union demands that when Department 0874 Test Mechanics ask for tooling for specific jobs, it will be provided without prejudice. We should not have to jury-rig tooling for jobs that we have repeatedly done for the last several years.

Settlement:

It is Management's intent to provide tooling suitable to perform the Job functions and, in most cases, where repeated tasks are required "special" tooling will be manufactured/procured. However, there will be instances where onetime events happen and the "Skilled" employee will be asked to utilize less than the optimum solution, in no instance should Management be asking an employee to do any function which is unsafe.

Demand No. 506:

The Union demands that the Large Engine Assembly Inspection classification be changed to include us as Skilled Trade Experimental Assembly and Test Inspection.

Settlement:

The demand is resolved on the basis that inspection responsibilities for the Large Engine Assembly are given to the EAETM classification.

Demand No. 507:

The Union demands that all Final Assembly Inspectors be brought up to a skilled trades classification and be paid at an equal or higher pay of those in Final Assembly/Assembler skilled trades.

Settlement:

Work scope is within the EAETM transitional agreement.

Demand No. 508:

The Union demands that Departments #0590, 0592, 3594, and 4592 should be included in Demand #426 settlement. All EAETM and Fluid Support should receive on pair of shoes per year, not to exceed \$110.00+.

Settlement:

The demand is resolved on the basis that protective equipment shall be made available (disposable aprons, coveralls and shoe covers), at the employee's request to prevent damage to personal shoes and apparel.

Demand No. 509:

The Union demands that the Plant 8 Experimental Aircraft Test Mechanics be supplied with toolboxes and all necessary hand tools that are required to do the job like the Plant 5 Experimental Aircraft Engine test Mechanic have.

Settlement:

Granted

Demand No. 510:

The union demands that all Powerhouse personnel are to be formally trained on all new systems installed in 0521 and 0821

Settlement:

Management will ensure that there is adequate cross-training to ensure efficient operation

Demand No. 511:

The union demands that Rolls-Royce purchase new toolboxes for the Plant 8 Powerhouse Stationary Engineers. The existing ones are old, and some do not lock and other have mechanical problems with them

Settlement:

Management will repair and replace as appropriate.

Demand No. 512:

The union demands that all Powerhouse personnel replace all foul weather gear every 3 years

Settlement:

The demand is resolved on the basis foul weather gear (coats and overalls) will be replaced as needed.

Demand No. 513:

The union demands that all SEPH and Electricians be given a High Voltage Update yearly lasting at least 4 hours

Settlement:

Granted

Demand No. 514:

The union demands that the company Rolls-Royce utilize our UAW contractually obtained Machine Repair Over-Haul Facility. This would be accomplished by adding two or more repairmen to the existing Electrician. In addition to the manpower, we also ask for all necessary training to be supplied. There are hundreds of 50+ year old machines in desperate need of complete over-hauls this will drastically help out many quality issues

Settlement:

Management will staff as business needs dictate.

Demand No. 515:

The Union demands that the Machine Shop in Department #0535 be updated so as to improve the efficiency of operations. (i.e. new machines such as CNC Mill, CNC Lathe, CNC Grinder & Wire EDM). These four machines are critical to provide quick turnaround in servicing production.

Settlement:

These capital requirements will be considered along with the other capital prioritize with the facility

Demand No. 516:

The union demands that all equipment be brought back to the same conditions and specifications as they were before the carpenter/paint shops were moved. This means all saws, converters, planners, etc. be properly aligned and made to specification again. We have waited for this, and especially the planner for over 2 years.

Settlement:

Management will review issues with the carpenters and determine a go-forward plan

Demand No. 517:

The Union demands that all Truck Driver, Outside Tractor Trailer work be retained and expanded to include any routes to the four surrounding states.

Settlement:

This demand is resolved on the basis that Management will maintain its current practice.

Demand No. 518:

The Union demands that each driver get his own all-weather aluminum clip board.

Settlement:

Employees classified Outside Truck Driver will receive one aluminum clip board.

Demand No. 519:

The union demands that since all hourly employees can be required to do custodial work OSHA requires them to receive a 2-hour asbestos update yearly. Complaint # 192181

Settlement:

Employees assigned to the Custodial Services classifications will receive appropriate training.

Demand No. 520:

The Union demands that the UAW Tuition Assistance Plan for active workers be increased to a maximum payment of (Doc. 8):

-\$5,200 per year for courses at regionally accredited college or universities

-\$2,100 per year for job related courses

-\$1,450 per year for personal enhancement courses

In no event shall the total assistance to an employee exceed \$6,200 in a twelve-month period.

Settlement:

This demand is settled on the basis that Rolls-Royce Corporation will increase the amount of tuition assistance for "active" employees from

\$4,200 to \$5,200 per year. Also, in no event shall the total assistance to an employee exceed \$6,200 in a twelve-month period.

Demand No. 521:

The Union demands that the maximum amount of reward for the Dependent Child Scholarship Program be increased to \$1,500 per year/ per recipient (Attachment "B" to Doc. 8).

Settlement:

The issue is resolved on the basis that it is Managements intent to ensure that its "active" workforce has the opportunity to improve their skills. Therefore, all available funds will be utilized for that purpose.

Demand No. 522:

The Union demands that hourly Safety Trainers do the salary new hire classes.

Settlement:

This demand is resolved on the basis that Management will ensure that all salary new hires receive the necessary safety awareness training; however, due to the various levels of expertise, both hourly and salary trainers will be utilized when conducting health and safety training.

Demand No. 523:

The Union demands that a CPR and AED class be offered yearly to all employees.

Settlement:

Under current operating conditions CPR classes are available to all employees, and AED classes will be made available to all fire department personnel and safety personnel.

Demand No. 524:

The Union demands that all Safety Trainers and the Ergonomics Trainer be allowed to attend the National Safety Expo yearly.

Settlement:

Under current operating conditions, a joint decision will be made by the "Key Four" on the National Safety Council Expo participants.

Demand No. 525:

The Union demands that due to lack of training on Heat Treat Furnaces that Control Man classification be reinstated to assure the safety of operation.

Settlement:

This demand is resolved on the basis that the parties will work with the UAW/Rolls-Royce Training Center to develop training specifically for furnace shut down procedures.

Demand No. 526:

The Union demands that since it is so difficult to reserve a conference room at Plant #8 and now, we have Plant #8 employees travel to Plant #5 for training we need a room that seats at least 30 people to provide training provided at Plant #8.

Settlement:

It is Management's intent to utilize the UAW/Rolls-Royce Training Center, when possible. In those cases where this is not an option, Plant #8 cafeteria or another suitable location may be used.

Demand No. 527:

The Union demands that all FPI, Mag., NTD preparation processing in Department #0874 be done by Bargaining Unit employees. Reference Demand #196, 2005 Local Agreement. No Hourly employee has ever been trained or classified as "Inspector, Magnetic and Fluorescent". Also, we are doing more than Engineering Test Assy. Inspection work. Overflows from #819 Production Assy. Inspection now comes to a salaried trained FPI/Mag. Inspector.

Settlement:

Under current operating conditions, it is Management's intent to continue with the current method for FPI, Mag. And NDT.

Demand No. 528:

The Union demands that all salaried, contract interns and co-op employees cease from carrying or transporting parts or tools by hand, hand truck or table/cart within a department or between departments.

Settlement:

Union and Management will establish a joint procedure that will address this issue within 30 days of ratification.

Demand No. 529:

The Union demands that whenever a salaried employee performs the work of an hourly employee, the lowest hourly employee in that overtime group should be paid for four hours.

Settlement:

This demand is resolved on the basis that any alleged violation should be taken through the grievance procedure.

Demand No. 530:

The Union demands that Steel Stores Attendant be allowed to operate forklift to move parts in Steel Stores and move plate steel (outside) within these two areas, as Steel Stores Attendant deems necessary to do his/her job efficiently. Steel Stores Attendant shall not be permitted to transport steel, parts, material, etc., beyond larger door at Bay Location C-D-41.

Settlement:

Granted

Demand No. 531:

The Union demands at least 2 Job Setters in every new cell, department and experimental jobs, i.e. Aliens and Strangers site Plant 8, so to not eliminate these classifications per shift.

Settlement:

The parties have agreed that Labor Relations and the Shop Committee will evaluate new cells and mutually agree to staffing levels.

Demand No. 532:

The Union demands that Management bring Single Crystal X-Ray Inspection of Blades & Vanes into Plant 5 for X-Ray Inspection by Union X-Ray Inspectors, Department #3523. All of the X-Ray Insp. for SCO is currently performed at USI Inspections in Indianapolis.

Settlement:

This demand is resolved on the basis that within 120 days after ratification Management will evaluate the cost effectiveness of performing this work at SCO.

Demand No. 533:

The Union demands that the furnace at SCO be a separate classification.

Settlement:

Granted

Demand No. 534:

The Union demands that we need to put a guard shack back in the North corner of Assembly, due to all the movement of people in the plant, the parking has been awful, especially during bad weather.

Settlement:

Management will investigate parking issues in the lot north of assembly

Demand No. 535:

The Union demands that Management post signs at all entry gates stating the property is video monitored. This may help with the amount of theft from the parking lots. This would be a good idea for security in general anyway.

Settlement:

Granted - standard signs will be procured and posted.

Demand No. 536:

The Union demands that the afternoon shift employees at Rolls-Royce have a guard placed at Post 502 to allow free exit and entry at our 5:00 break and 7:30 lunch times.

Settlement:

Management will investigate issued raised

Demand No. 537:

The Union demands that Management finish paving and striping the rest of the east parking lot so everybody (hourly) has equal number of spaces to park. The first several rows are a mess because everybody parks here and there.

Settlement:

Under current operating conditions, parking spaces will continue to be re-surfaced and striped as funding allows.

Demand No. 538:

The Union demands that Management provide motorcycle parking spots by the Lobby. The one by Post 507 could be moved to the outside wall south of the Lobby.

Settlement:

The demand is settled on the basis that the Motorcycle parking currently outside of Post 507 will be relocated north to the North/South fence in front of Plant #5.

Demand No. 539:

The Union demands that an additional workstation be installed for the additional Inspector, which would include a desk, computer monitor and chair to work from.

PRESENTLY: There are presently four (4) Inspectors and only three (3) Inspector workstations to share equipment for the 250 Assembly.

Settlement:

Management will provide the necessary equipment for Inspectors to perform their job assignments.

Demand No. 540:

The Union demands that more outside break tables be provided with umbrellas.

Settlement:

Management and the Union will jointly establish 4 locations where break tables will be installed.

Demand No. 541:

The Union demands that all concrete tables and benches be repaired or replaced.

Settlement:

Management will investigate specific instances of tables in need of repair, and repair as required.

Demand No. 542:

The Union demands that water fountains be put in all Break Areas.

Settlement:

Management will ensure that all official break mall areas are equipped with a water fountain.

Demand No. 543:

The Union demands that a filter be installed on all water fountains and ice machines in the division.

Settlement:

Management will ensure that all ice machines within Rolls-Royce Corporation facilities are equipped with Filters.

Demand No. 544:

The Union demands that Management furnish ice machines and dollar changer in the Location area of Location AP-21 (near Department 0562 and doors).

Settlement:

Union and Management will jointly review an appropriate location and install an ice machine and dollar changer, as close as possible, to the requested location.

Demand No. 545:

The Union demands that all ice machines be replaced division wide, and the replacement machines dispense ice only, and be maintained properly.

Settlement:

Management will establish and maintain a PM schedule for all ice machines throughout Rolls-Royce Corporation.

Demand No. 546:

The Union demands that all Break Malls and Cafeterias be remodeled.

Settlement:

This demand is resolved on the basis that break malls and cafeterias will be remodeled as capital funding becomes available.

Demand No. 547:

The Union demands that Aramark Foods carry a full menu of lunch items at both Cafeteria locations, since we are only afforded ½ hour for lunch and the lines are typically so long up front, employees should not have to compromise and settle for a “reduced” menu at the “Eat’n’Easy” location. This complete menu should also be available during the entire lunch hour, not just the first half hour.

Settlement:

This demand is settled on the basis that we can request menu changes with the current vendor; however, it is a function of usage, which will determine what the vendor supplies.

Demand No. 548:

The Union demands that Management get a new food service. Prices are high, can't get refills on pop, salad bars outside have all you can eat. They don't have the same food at Plant #5 and Plant #8. At Plant #8 they have pizza 1st week, and it's burned most of the time and some food you can only get on some days like hot dog, grilled cheese, etc.

Settlement:

During the course of the 2008 Negotiations, the parties had extensive dialogue on food service and vending operations. As a result, management has agreed that within 60 days of contract ratification, both the Union and Management will meet with Rolls-Royce Corporation food service provider to address the issues of concern. In addition, a committee will be formed, which will meet monthly, to address food service issues on an ongoing basis. Members of this committee shall consist of 1 member of management, 1 member of the bargaining committee and 1 member from the food service provider.

Demand No. 549:

The union demands that if asbestos work is to be contracted out that another abatement company be utilized other than SSI. SSI has fallen below industry standards several times and possibly has put our people at risk

Settlement:

The company will continue to competitively bid this work, one of the requirements of the bid proposes is an acceptable Health & Safety record, management will specifically review SSI Health & Safety record and determine if they should be disqualified from bidding.

Demand No. 550:

The union demands that at least one salary Health & Safety Representative be accredited at the Asbestos Supervisor Level

Settlement:

Management will ensure that we have sufficient accredited salary personnel

Demand No. 551:

The Union demands that Department 0591 is excessively dusty, and that the floor scrubber come through daily and that a new floor scrubber be bought for the department.

Settlement:

It is Management's intent to maintain a safe and clean environment and will assign departmental personnel to mop the floor in accordance with current language and assign Custodial Services to operate the scrubber in the main aisles. In addition, Management will investigate the purchase of a new floor scrubber, if one is not available within the business unit.

Demand No. 552:

The Union demands that the rest rooms located at Bay Location J #3 (250 Assembly) be updated and the toilet stools be repaired as well as paper towel units be replaced. Presently, the toilet stools in the men's restroom are loose from the floor, paper dispensers are broken.

Settlement:

For future refurbishments, this restroom will place at the top of the priority.

Demand No. 553:

The Union demands that Management replace office type water basin with factory working type hand washing basin. Inefficient Electric-Eye Water Sprinkler does not effectively or adequately provide water or space to wash "dirty" hands and arms after working on machines.

Settlement:

Management will install Bradley type sinks over time.

Demand No. 554:

The Union demands that Management replace the water fountain that was removed months ago from Penthouse at R-9.

Settlement:

Granted

Demand No. 555:

The Union demands that Management replace gas powered fork trucks that are leased with electric powered. Hourly employees are subjected to exhaust fumes.

Settlement:

When possible, management will replace gas powered trucks with electric power trucks

Demand No. 556:

The Union demands that something be done about the exhaust fumes that have heavy concentration in certain areas. We want these vehicles removed from inside the plant and be replaced at the minimum with propane powered vehicles. We also demand that these areas be monitored on a longer basis then a quick walk thru on a Saturday and we demand that the records be available per OSHA regulations 1917.24d.

Settlement:

Where practical management will replace gasoline powered vehicles currently utilized internally to the building with electric or propane powered vehicles.

Demand No. 557:

The Union demands a how-to-for FMLA-disability to navigate the system as is so our loved ones can file claims if the member is not available.

Settlement:

This demand is resolved on the basis that Management will put together how-to's for both sick leave and FMLA. IN addition, Management is trying to obtain capital funding for a new "call-in" system.

Demand No. 558:

The Union demands that Management furnish more than 3 pairs of gloves per year! We represent the company and the Union. We have to have 4-season wear, polos, jackets, hats and Gore-Tex footwear.

Settlement:

This demand is resolved on the basis that Management will provide 4 pairs of gloves per year.

Demand No. 559:

The Union demands that there will be no leak diverter put over a machine and be considered a fix. No operator runs a machine under diaper.

Settlement:

Management's intent is that leak diverters are temporary, and the leak will be repaired as soon as practical

Demand No. 560:

The Union demands that all leak diverters be temporary as originally agreed. That the roof areas in question be fixed no later than the following summer.

Settlement:

Management's intent is that leak diverters are temporary, and the leak will be repaired as soon as practical

Demand No. 561:

The union demands that the company pay for ultraviolet protective tint on safety glasses for electricians. This is available now at a cost of 7 - 12 dollars per pair of glasses. It is clear in appearance does not shade or make "sunglasses" out of safety glasses. Even with new protective policies Electricians just outside of restricted area could be affected by arc flash

Settlement:

Management will ensure that the electricians have the necessary safety glasses to meet the needs of 70-E Arc-Flash"

Demand No. 562:

The Union demands that rubber mats be placed at all workstations which will aid in less back and knee injuries while building sub-assy. of the 250 engines. This would include Inspector stations.

Settlement:

Granted

Demand No. 563:

The Union demands that overhead cranes in Department #0591 shall be inspected monthly.

Settlement:

Management will review the maintenance records within 60 days of contract ratification. In addition, Management will establish a quarterly PM on Department #0591 overhead cranes.

Demand No. 564:

The Union demands that the monthly Supervisor safety talks to employees be done as a group instead of the Supervisor handing the employee a pamphlet and told to sign an attendance sheet.

Settlement:

This demand is settled on the basis that it is Management's intent to promote safety; however, monthly safety talks will be handled by whatever means that the team leader deems appropriate.

Demand No. 565:

The Union demands that before the last negotiations Machining Fluid Total Particulate level was 1mg/m³ TWO because we still enforced GM- OEG. When this was deleted and replaced with OSHA limits there was a verbal agreement that we would not go below the GM-OEG. I would like to see that the MFTP limit be added to the contract as Rolls-Royce Indianapolis Exposure Guidelines. I spoke to Robert Harrison, Head of HS&E North America, on the issue and for the last 1 ½ years we have been following the limit.

Settlement:

This demand is resolved on the basis that Management will comply with the Rolls-Royce Corporation standard operating procedure.

Demand No. 566:

The Union demands that Management have a comprehensive evaluation of all ventilation systems to determine if adequate ventilation is provided to ensure operation safety. Burr booths, spray booths, etc.

Settlement:

Within six months of contract ratification, Management will conduct an evaluation on ventilation systems. In those cases where the ventilation systems are no operating properly, repairs or replacements will be made.

Demand No. 567:

The Union demands showers and locker rooms.

Settlement:

Management agrees to put in showers in restrooms under the current maintenance office.

Demand No. 568:

The Union demands requested Millwrights to look at raising height of (6") (3) Grit Spray Booths Machine # 20771, 2504098, 254099 Bay Location N11 Department 1553.

Settlement:

Granted

Demand No. 569:

The Union demands that Management give employees service awards in five (5) year increments.

Settlement:

This demand is settled on the basis that Service Awards are given every 5 years – Pin and Certificate.

Demand No. 570:

The Union demands that Management install a Rolls-Royce publications Kiosk in the "A" Building.

Settlement:

Management will ensure that communication methods utilized through Rolls-Royce Corporation shall be consistent within the "A" Building.

Demand No. 571:

The Union demands that Management install a bank machine in the "A" Building.

Settlement:

Management will investigate the placement of an additional ATM machine within the "A" Building, providing this can be achieved at no additional cost to the company.

Demand No. 572:

The Union demands that the computers in Department 0556 can use and store pictures of parts that are required under present conditions. These pictures are considered requirement as percustomer demand and are required to be attached to all paperwork with each engine build.

Settlement:

Management is in the process of implement a process that will address this issue.

Demand No. 573:

The Union demands that Rolls-Royce reimburse an employee for any out-of- pocket expense due to the damage or loss to an employee's vehicle on Rolls-Royce property.

Settlement:

Management will continue the current practice.

Demand No. 574:

The Union demands that when an employee is required to use a personal vehicle for company business, the company will be responsible for liability and mileage.

Settlement:

This demand is settled on the basis that in general the company will cover mileage at the agreed rate for traveling to non-Rolls-Royce Corporation facilities; we do not cover any liability for people using their own vehicle.

Demand No. 575:

The Union demands that when Management replaces Floor Truck Drivers for overtime reasons that they should be responsible to check and see if the replacement has a current driver's license.

Settlement:

This demand is resolved on the basis that a list of all approved personnel with current fork truck licenses will be made available to supervisors.

Demand No. 576:

Surplus or Deletion of a whole shift: The Union demands that Management notify affected employees of their decision within 24 hours or 1 business day. This will allow employees time to explore other options open to them. Example: Lateral moves or job reclassifications. Also, to allow necessary family changes these decisions affect.

Settlement:

Management will make every effort to notify affected employees within 24 hours when the deletion of an entire shift occurs.

Demand No. 577:

The Union demands the Management stop the driving of scooters and bikes up and down aisles in department. Have the floors painted to help keep the aisle ways clean.

Settlement:

Health and Safety will advise all employees that vehicle traffic should be confined to main aisles. All complaints to this demand will be escalated to Health & Safety for review.

Demand No. 578:

The Union demands that all new machines purchased that have an enclosed machining area have a mist collector included. This would entail changing the PE1.

Settlement:

Granted – will amend PE1

Demand No. 579:

The Union demands that CNN/TV play for the entire break time! Not just 12 minutes.

Settlement:

Refer to LDS 642.

Demand No. 580:

The Union demands that a courier service be provided to take Fiber IDs and air sampling to lab when results are needed quickly.

Settlement:

Under current operating conditions, it is Management's belief that issues raised in this demand would be better handled by a bonded courier service accustomed to handling packages, which involve chain of custody.

Demand No. 581:

I demand to be placed back into a single classification Assembly Sub (Aircraft) with a pay increase of \$1.00 less than skilled trades employee.

Settlement:

This demand is settled on the basis that Management will add Department 0881, MSE General Machining (404B01) classification to Local Demand Settlement (LDS) #265 of the Local Agreement.

Department 0881 MSE General Machining (404B01)

Employee shall start at the base rate of the classification in accordance with their wage rate progression.

Within 90 days of placement, employee shall receive \$0.50 per hour bonus.

Employee shall be responsible making their own job aids.

Demand No. 582:

The Union demands that whenever there is a company sponsored function that falls during afternoon shift or midnights, employees on those shifts be excused to attend. (Such as Rolls-Royce night at Victory Field).

Settlement:

Management will make every effort to organize company sponsored events during the weekend so that all employees may attend.

Demand No. 583:

The Union demands that Rolls-Royce change its policies for volunteers to organizations such as, American Red Cross to allow volunteers to help during disasters, such as hurricanes, tornadoes and fires and floods, etc. and be compensated by Rolls-Royce as if the employee was at work on the job. If we can do it for non-life- threatening volunteer work like Habitat for Humanity, why then not to help people who actually need help? The Red Cross can track when and where each volunteer is while working a disaster.

Settlement:

This demand is resolved on the basis that employees should use the leave of absence language outlined in the National Agreement.

Demand No. 584:

The Union demands that where Union members use their personal cell phones for company business on a regular basis such as for communication with their foreman or co-workers, that the company provide a monthly partial payout to said employees. This replaces the previous practice providing pagers for this purpose.

Settlement:

Under current operating conditions, employees are not obligated to provide their personal cell phone numbers for company use. In those cases where Management needs to communicate with employees on a regular basis the matter should be investigated, so that proper arrangements can be made.

Demand No. 585:

The Union demands that, due to the dusty conditions in Department 0591, the floor shall be cleaned twice per week by Factory Maintenance.

Settlement:

Management will ensure that aisles in Department 0591 will be maintained on a weekly basis by Custodial Services.

Demand No. 586:

The Union demands that a computer be installed at each direct 448 workstation for check-in of material for use of scanning bar codes.

Settlement:

Management will provide the equipment necessary to perform the task.

Demand No. 587:

The Union demands all KYVAC become obsolete and that the Company returns to LDS 299 steam cleaning language including Plant 5, 8, S.C.O., Focus Factory, 79th St.

Settlement:

The company will insure, that the intent of LDS 299 is followed, and all steam cleaning schedules will be provided to the Union on a quarterly basis.

Demand No. 588:

The Union demands to have a better system to get soap out of barrels at all mop stations.

Settlement:

Management will investigate and implement the best solution within 90 days of ratification of the 2011 agreement.

Demand No. 589:

The Union demands that all mop stations have a functioning spray hose to clean mops and buckets.

Settlement:

Granted.

Demand No. 590:

The Union demands that all mop stations be steam cleaned from top to bottom every 3 to 6 months. (Water, soap and dirty water = dangerous and bad odor.)

Settlement:

Management will insure, that mop stations are clean and in working order.

Demand No. 591:

The Union demands that a full- time maintenance person be put on day shift in Department 0547 to cover Oil Stores, By Products.

Settlement:

Management will assign Custodial Services resources to service the area.

Demand No. 592:

The Union demands all restrooms be stocked with paper products and soap on a daily basis.

Settlement:

Management will insure, that restrooms are maintained with adequate supplies on as needed basis.

Demand No. 593:

The Union demands that Dept. 0599 Crib Attendants overtime be determined by overtime worked by Departments 4592, 0592, 3594, and 0590, instead of being linked only to Dept. 0590 as it is now. Dept. 0599

Crib serves all these departments during the week now.

Settlement:

Management will investigate the need for the crib in the Assembly & Test area. If it is determined that the crib is needed it will be combined with Dept. 0547 and staffed with the appropriate classification.

Demand No. 594:

The Union demands that Plant 8 Powerhouse be equipped with a larger Control Room.

Settlement:

The Plant 8 Powerhouse Control Room will be of adequate size to perform the required work.

Demand No. 595:

The Union demands that as gravel drive be located along the 250# steam line (East side).

Settlement:

Management will investigate and place a gravel drive in as long as it does not create a safety hazard. This will be done within 90 days of ratification.

Demand No. 596:

The Union demands that all mop stations have the drains snaked every 3 to 6 months.

Settlement:

Granted.

Demand No. 597:

The State of Indiana is in the process of passing a law that requires crane operators to be licensed. The Union demands that Millwright be licensed to operate mobile cranes, etc.

Settlement:

The company will insure, that all Millwrights receive any and all permits or license required to perform their job.

Demand No. 598:

The Union demands more area for the Millwrights, as the shop is not large enough for assembly of benches, tables and racks with other crews working on handrails, guard rails, frame works and platforms.

Settlement:

The company will work with Skilled Trades personnel to optimize shop space.

Demand No. 599:

The Union demands automatic a new Do-All-Saw. The current saw doesn't cut straight or true.

Settlement:

The company will provide appropriate tools.

Demand No. 600:

The Union demands that the TG&F area at Plant 8 be upgraded to practical and required standards. This includes better lighting, temperature control, better electrical access at surface plate and equipment required for the job.

Settlement:

The company will insure, that the area is up to specifications required to perform the task.

Demand No. 601:

The Union demands that the Company supply the training, tools and equipment to the Pipefitters to make the new style hose used in fuel pits.

Settlement:

The Company will provide tools and fittings to complete a task.

Demand No. 602:

The Union demands that the Company stop allowing outside contractors and vendors personal vehicles inside the gates.

Settlement:

The Company will follow company security protocol and limit all vehicles, including trailers, access inside the gates to and as needed basis shall be directly related to the work being performed. The company and the union will mutually agree on a designated parking area for contractors.

Demand No. 603:

The Union demands that an Electrician and machine Repairmen be permanently assigned to Test Cell 157. Salary people are performing our work there.

Settlement:

Electricians and Machine Repairmen will continue to perform bargaining unit work in Test Cell 157; the salaried workforce will not perform bargaining unit work.

Demand No. 604:

The Union demands increase Skilled Trades tool allowance to reflect current tool prices and expansion of tool needs, such as more metric sizes and tool aids. (More European and Japanese machines)

Settlement:

The company will provide appropriate tools.

Demand No. 605:

The Union demands that the Plant 8 Powerhouse be given support from the Engineering Dept. All the plant drawings are old and out of date.

Settlement:

The Company will provide access to any and all plant drawings or necessary engineering to perform the job.

Demand No. 606:

The Union demands Management create a charging method as to accurately record down time, or time waiting on tools or materials.

Settlement:

Management agrees to ensure that time tickets are applied correctly and in accordance with financial and governmental regulations.

Demand No. 607:

The Union demands that Journeyman Tool & Die Makers in the Plant 8 Model Shop either bring fixed process "1306" parts work to production workers to run or send the work to Plant 5.

Settlement:

The company intends to remove production parts from Plant 8 Model Shop. This settlement does not limit the company's ability to place production parts in the Plant 8 Model Shop in unusual circumstances. The parties agree to review the impact of Plant 8 Model Shop load due to the removal of production parts.

Demand No. 608:

The Union demands that the Company certify the Pipefitter Apprenticeship with the state plumbing commission so that upon completion of the UAW/ Rolls-Royce Pipefitter Apprenticeship program, they may take the test for an Indiana Journeyman Plumber's License.

Settlement:

The Company will provide our Pipefitter Apprenticeship training program to the state in an effort to have them recognize this training as satisfactory prerequisite for the state licensing exam. Any cost associated with taking this test and receiving an Indiana Journeyman Plumber's License will be the employees' responsibility.

Demand No. 609:

The Union demands that the Company establish and fund a training program to provide each Skilled Tradesperson with at least 40 hours of job-related training to keep the Skilled Trades workforce properly trained and up to date with advancing technology and the latest work practices.

Settlement:

The company agrees that the training of Skilled Trades employees is vital, and training will be offered on an as needed basis.

Demand No. 610:

The union demands that a gravel drive be provided among the fuel farm pipelines running from the propane tank around the east side of the Haz. Storage Building and up past the "six pack" at Plant 8.

Settlement:

Group Property will be notified for upgrade and see it is complete within 90 days of ratification.

Demand No. 611:

The Union demands that a weather radar monitor station be installed in the Powerhouse control rooms.

Settlement:

Company will investigate the most cost- effective way to meet the Power House need and complete the task within 90 days of ratification.

Demand No. 612:

The Union demands that when temporary transfers to another plant they are made by lowest seniority.

Settlement:

Granted.

Demand No. 613:

The Union demands that there always be a “ground man” assigned to any employee whose job assignment requires them to be in any form of overhead lift.

Settlement:

The company will follow all OSHA and Rolls-Royce safety requirements. A “ground man” will be assigned when needed. The operator of the lift should identify any hazards and discuss the situation with the Team Leader to decide the best way to address the hazard.

Demand No. 614:

The Union demands that Management allow General Stores in the Plant 8 Model Shop to stock commonly used tooling. Currently, we must “special” order, often with rush overtime shipping, common carbide inserts, drills and other tooling! This creates downtime and waste!

Settlement:

The company will stock and provide appropriate tooling.

Demand No. 615:

The Union demands that Trades people who travel to other locations to perform their work be provided with Company transportation in every case.

Settlement:

Company transportation will be provided unless the assignment is made prior to the normal shift.

Demand No. 616:

The Union demands that hourly rated employees be utilized in the shop activities at 79th street; this includes the Instrumentation Lab, the I.P.S. Lab, A.M.P.S. Operations as well as any other testing, machining, fabrication or proto type design work done.

Settlement:

The company agrees to utilize the appropriate trade to perform bargaining unit work at the said locations.

Demand No. 617:

The union demands that bicycles be purchased for newly indentured Apprentices within 90 days of indentureship.

Settlement:

The company will provide appropriate tools.

Demand No. 618:

The Union demands that Management not be allowed to trouble shoot any machine by ether or internet.

Settlement:

Management ensures that ether, intranet or internet will not be used to perform bargaining unit work. The appropriate tradesman may be able to use ether, intranet and/ or internet to perform trouble shooting tasks. Ether, intranet and/or internet may be used to assist salaried employees to develop or change machine parts cutting programs.

Demand No. 619:

The Union demands Management assign and fully trains a Parts Inspector to the new blade cell (Dept. 3580), new vane area (Dept. 0561), and any other area that has computer-controlled measuring machines.

Settlement:

Management will assign bargaining unit employees to perform their work in these areas when needed.

Demand No. 620:

The Union demands that the upgrading of all computers be done by the Electrician trade.

Settlement:

The company agrees that upgrading of machine control computers will remain the responsibility of the Electrician Classification.

Demand No. 621:

The Union demands that more extensive high voltage electrical training be made available.

Settlement:

Management ensures all training necessary to perform traditional work on high voltage will be provided.

Demand No. 622:

The Union demands the Management should furnish the Zone Committeeperson a monthly list of all surplus lists for each department in each Zone.

Settlement:

During quarterly headcount adjustments, management will furnish the production zone persons a preview of what requisitions and surpluses will be submitted to HRSSC.

Demand No. 623:

The Union demands that if Management surpluses a person from a department, they cannot bring someone else into that job for 90days.

Settlement:

It is not the practice of management to backfill surpluses that have been moved within the prior 45 days. In the unforeseen circumstances management would need to repopulate a position that had been surplused in the past 45 days, it would do so by reversing the surplus that had previously taken place.

Demand No. 624:

The Union demands that auto flushers be place on all toilets in Plants 5, 8, SCO and the A building.

Settlement:

Auto flushers will be placed on toilets that are replaced due to remodeling at plant 5, 8 and SCO.

Demand No. 625:

The Union demands that all Break Malls and Cafeterias be remodeled.

Settlement:

If chairs and tables in the break malls break, management will fix or replace using the appropriate trades.

Demand No. 626:

The Union demands that more outside break tables be provided with umbrellas at Plants 5, 8, SCO and A Building.

Settlement:

Management will purchase 5 additional tables to be placed at mutually agreed locations at plant 5 and 8.

Demand No. 627:

This Demand was deleted in the 2025 contract negotiations. See updated language in the 2025 National Agreement Par.49.

Demand No. 628:

The Union demands separate forms for lateral moves.

Settlement:

Granted

Demand No. 629:

The Union demands that EATM in department 0590, 0592, 0598, 3594, 4559, 4592 and 4598 be placed in the ATM classification, which is an E.I.T. trade.

Settlement:

Granted

Demand No. 630:

The Union demands that bonus payments have an option of going to HSA accounts.

Settlement:

Granted

Demand No. 631:

The Union demands that employees will not be required to use their personal vehicle for company business.

Settlement: Employees will not be required to use their personal vehicle for company business.

Demand No. 632:

The Union Demands that all effected trades be provided detailed training on all newly installed water systems including D.I. and waste- water systems. Included in this training will be readily available blueprints of these systems and the hands-on training required to properly maintain this equipment for many years of future use.

Settlement:

Training on R.O. and D.I. systems has been and will continue to be provided as systems are installed. Wastewater systems training will be provided upon installation.

Demand No. 633:

The Union demands that the company make readily available to all Skill Trades, the machine maintenance manuals that are stored on the "L" drive. Some Machine Repair and Electricians do not have user I.D.'s or access to the documents through the network. This will include all necessary satellite facilities, as well.

Settlement:

The company will investigate methods to ensure all skilled trades have access to manuals.

Demand No. 634:

The Union demands that all safety training for Powerhouse personnel be performed within the Powerhouse facilities.

Settlement:

Granted if HSE deems it appropriate.

Demand No. 635:

The Union demands that all vendors be held accountable for the cost associated with vendor related scrap, deviations and MRB. Shop Committee will be provided a quarterly report of all the above.

Settlement:

Per current process, when vendor related scrap is identified, it is charged back to the vendor and excluded from scrap metrics. Scrap data will be reviewed with the Shop Committee as part of the ongoing SORB reviews.

Demand No. 636:

The Union demands that if there is no work, employees are allowed to leave work excused.

Settlement:

Supervisors have the authority to excuse employees if business circumstances warrant.

Demand No. 637:

The Union demands that retractable stanchions reading "closed for cleaning/do not enter" be installed at all restroom and break area points of entry. This will ensure the safety of both the custodial employee as well as the patron.

Settlement:

Granted

Demand No. 638:

The Union demands that management pave a walking trail around the lake at plant 8.

Settlement:

Management will investigate the cost of the demand.

Demand No. 639:

The Union demands that a basketball court be installed at all Rolls-Royce locations that desire to have one. This helps promote exercise for healthier employees.

Settlement:

Management will evaluate request on a case-by-case basis.

Demand No. 640:

The Union demands proper clothing be provided for outside workers, dock workers or any bargaining unit worker exposed to adverse weather conditions, such as thermal underwear, insulated socks, shirts, pants, coveralls, jackets, gloves and hats.

Settlement:

Management will provide appropriate winter wear (coveralls or bibs/jacket) for use by employees when outside work is frequently required during winter months. Winter wear will be replaced on an as needed basis for excessive wear, staining or contamination.

Demand No. 641:

The Union demands that Employees will not be required to use a company issued cell phone. Employees who desire to use a company issued cell phone will not be responsible for accidental loss or destruction. Such employees will not be offered O.T. by cell phone unless mutually agreed to by the employee, management and Union representative. In instances where an employee doesn't answer calls or texts from management; these cases will not result in discipline.

Settlement:

Employees who use a company issued cell phone will not be responsible for accidental loss or destruction. Excessive or repeated occurrences will be evaluated as needed.

Demand No. 642:

The Union demands that all TV monitors in break areas broadcast local news and weather.

Settlement:

Management will show Rolls-Royce news, information, and weather on the TV monitors.

Demand No. 643:

The Union demands that the safety shoe allotment be increased to \$250 per year for shoes and accessories from approved vendors.

Settlement:

Management agrees to increase the safety shoe allotment \$200 per year for shoes and inserts approved vendors.

Demand No. 644:

The Union demands that the company provide safety glasses of employee’s choice and progressive lenses at 100%.

Settlement:

Granted- Management will add a line for basic progressive lenses to authorization form quoted at employee cost of \$20 today.

Demand No. 645:

The Union demands that when continuous operators are required to work over 16 hours due to the lack of coverage Safety will be notified by Management.

Settlement:

Company Granted on 1/24/2025

Demand No. 646:

The Union demands that all Elected / Appointed Representatives have unrestricted access (badges, keys, etc.) for all buildings that have Bargaining Unit employees working that they represent.

Settlement:

Granted, Union Representatives should contact building AP for access to the building that they have employees working in that they represent. Dated 2/12/2025

Demand No. 647:

The Union demands that multiple laptops be purchased for the Tool Room. These laptops will have Team Center available along with any software that may be beneficial to the manufacturing of tooling and hardware.

Settlement:

Management will provide (1) new roaming laptop and (1) new desktop computer workstation for the tool room for use by all toolmakers. Employees may be required to complete any requisite training for new equipment or software (Team Center, NX and other software). Additional computers will be evaluated and made available if the situation warrants.

Settlement:

Granted

Demand No. 648

The Union demands an employee referral bonus program.

Settlement:

Granted

The referral bonus program will follow the Rolls-Royce North America Employee Referral Program as listed below
Employee Referral Program

About the program

Rolls-Royce North America believes in encouraging, rewarding, and recognizing the referral of qualified, diverse candidates for employment.

All eligible full-time and part-time U.S. employees can receive a \$1,000 (gross) monetary award for referring qualified individuals hired by Rolls-Royce North America.

To qualify for the referral bonus, the below process must be followed.

Referral process

1. See what jobs are open	Visit the Rolls-Royce careers website to search for open positions
2. Make a referral	If you see a position that you would like to refer someone to, make a note of the position and then let your contact know that they should apply.
3. Contact applies and acknowledges your referral	When asked how they heard about the position, your contact must select "Referral" and enter your Rolls-Royce email address or other designated identifier in the free text field.

Your contact (now a candidate) will then be considered for the role and go through the standard recruitment and selection process.

And that's it. Then assuming all other qualifying criteria are met, a referral bonus will be made once your referral has been employed for 30 continuous days in a position eligible for a referral award. All externally posted Rolls-Royce North America positions are eligible for the referral bonus; however, it is the hiring manager's discretion whether or not to award the bonus.

Actual payments will be for \$1000 less tax and will be added to an employee's regular payroll check, no later than 60 days after your referral has been employed.

Eligibility

Employees not eligible for referral awards include:

- Level A or above
- Any employee involved in the hiring decision of their referral (Global Code of Business Ethics 3.3)
- Persons who are not Rolls-Royce employees (i.e. contractors, consultants, former employees etc.)
- Persons who are employees of joint venture/subsidiary companies of Rolls Royce
- UAW elected and appointed employees

Referred candidates may not be:

- Early career recruits (i.e. new college graduates, graduate program hires, interns or co-ops)
- Previous employees of Rolls-Royce,
- Employees of a current customer or supplier (including contractors and consultants), or

Recruits from a previous employer, in violation of a non-solicitation/non-compete agreement

Demand No. 649:

The Union demands that Union bulletin boards be now UAW Communication Kiosks located at all main facilities represented by UAW employees, these kiosks will be fitted with an appropriately sized monitor that fits the area (to be mutually agreed) a CPU that fits behind the monitor, a mouse, and a printer. The Communication Kiosks will be updated and maintained by UAW personnel identified by the Shop Chairman and, at the Union's discretion, will include all union functions, election postings, benefit information, etc. Any company news or company information will require agreement by the Company prior to posting. All other boards will be removed except current locations that will not receive a kiosk with monitor.

Settlement:

Granted

Demand No. 650:

The Union demands that floor scrubbers be provided to departments upon request.

Settlement:

Management agrees to provide working floor scrubbers in all main facilities.

Demand No. 651:

The Union demands that Job-Setter and Inspector classifications be added to the Supercell.

Settlement:

Management will formalize training for Supercell workforce as it pertains to setup, dial in and troubleshooting procedures to maintain efficiency and flexibility. Additional skilled trades will be added to the off shift for support. Management will provide robotics and automation training as necessary by internal or external resources.

Demand No. 652:

The Union demands that the Company provide/install an awning and a patio at the Performance building.

Settlement:

Covering to be arranged over Performance building patio.

Demand No. 653:

The Union demands to restore access to parking lot outside of Performance test cell 157 with access to time clock.

Settlement:

Granted

The company is open to discussion about increasing access to the Performance building once Lift-Fan and Lift-Works are relocated to the Performance building and would seek UAW input.

Demand No. 654:

The Union demands that properly sized exhaust fans be installed in all bathrooms in the plants, office areas and shop floors.

Settlement:

Granted, have the taskforce review and recommend options and necessary investment.

This Agreement shall continue in full force and effect without change until 11:59 P.M. (Indianapolis Time), February 26, 2030, under the terms and conditions listed herein and under the authority of the 2025 Local Agreement.

In witness whereof, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives the day and the year first above written:

International Union, UAW

Shawn Fain
International Union, UAW President

David Green
International Union, UAW Region 2B Director

Adam Stevenson
International Union, UAW Aerospace Director

Rickey Blair
International Union, UAW Aerospace Serv. Rep.

Chris McTaggart
International Union, UAW Region 2B Serv. Rep.

Local 933, UAW

John Snow
Local 933 RR Bargaining Chair

Matt Barton
Local 933 RR Zone Committeeman #4

Jerry Erisman
Local 933 RR Zone Committeeman #2

Bobby Jobe
Local 933 RR Zone Committeeman #3

John Sandlin
Local 933 RR Zone Committeeman #5

Gary Holmes
Local 933 President

Rolls-Royce Corporation

Warren White
Senior VP, Assembly & Test – Defense Op

Carrie Elkins
Senior VP, People – Defense Op

David Mair
Senior VP, Operations Strategy – Defense Op

Mathew Ketcham
Senior VP, Operations – Defense Op

Justin Schwartz
VP, People – Defense Op

Kevin M. Johnson
HR, People – Defense Op

Mallory Terry
HR, People – Defense Op

