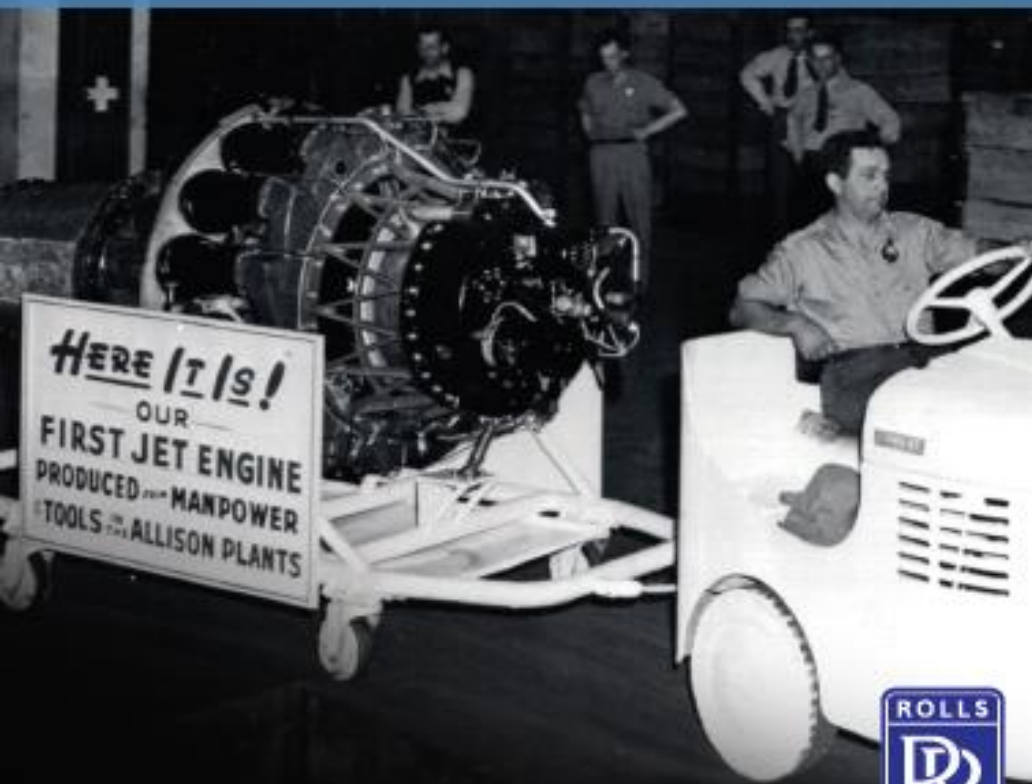




2020 Local Agreement

UAW and Rolls-Royce



POWER TO PROTECT



INDEX
Local Agreement

Topic	Page
Seniority Agreement	1
Appendix A – Non Interchangeable Occupational Group	15
Appendix B – Layoff and Recall for Skilled Trades	17
Appendix C – Plant Transfer Skilled Trades	18
Appendix D – Skilled Trades Supplements	20
Appendix E – Placement of Medically Restricted Employees.....	21
Appendix F – Certification and Incapability Procedures	22
Local Transfer Agreement	24
E.I.T. Selection Procedure	29
Local Equalization of Hours Agreement	34
Shift Preference Agreement.....	42
Wage Agreement	47
Appendix A – Hourly Job Classifications and Rate Schedules.....	51
Appendix B – Apprentice Rate Schedule	56
Wage Group and Job Classification	57
Appendix A – Wage Group and Job Classification	61
Transition of Engine Assembly and Test duties.....	65
Future of Test Stand and Experimental Assembly.....	67
CMM- Departments, Overtime groups, Cross training & Sub- Contract Support.....	70
Clarification & Re-definition of Skill- Trades Lines of Demarcation.....	72
Asbestos & Hazardous Material Remediation	76
Clarification of Demand 10.....	77
Roofing	78
Skilled Responsibility on Co-Gen Unit.....	79
Responsibilities of the Electricians Classification & Salary Technicians	80
Outside Contracting Procedure – Electric Motors, MOU.....	83
Fire Protection and First Aid, MOU	84
Operating Responsibilities, MOU	85
MSE Welder Production (Certified) Reduction, MOU	86
Single Crystal Operations, MOU	87
Unloading of Trucks and Material Movement Stop 45.....	92
Advanced Turbine Technology, MOU	94
AMPS Operations	96
Appendix A – AMPS Operator	98
Plant 8 Operating Practices	99
Rapid Proto-Typing Equipment	101
Transition of Waste Water / Maintenance.....	103
Letter 1: Long Term Goals.....	105
Letter 2: Miscellaneous Negotiations Issues	106

Letter 3: Overtime Cancellation	107
Letter 4: Payroll Deductions – Company Stores	108
Letter 5: Disabled Parking	109
Letter 6: Document #1 – Health and Safety	110
Letter 7: Document #5 – Joint Funds	111
Letter 8: Outsourcing and Sub-Contracting	112
Letter 9: Powerhouse Training Requirements	113
Letter 10: Meetings over Quality	114
Letter 11: Rolls-Royce Stock Purchase Plan.....	115
Letter 12: Legal Services Plan	117
Letter 13: Paragraph 183 - deleted	120
Letter 14: Annual Physicals.....	118
Letter 15: CMM Calibration	119
List of Current Forms.....	120
Local Demand Settlement Index	121
Local Demands and Settlements.....	133

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

LOCAL SENIORITY AGREEMENT

(Paragraph 59 of the National Agreement)

This agreement is entered into this 26th day of February, 2020, 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.

Local Seniority Agreement

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

Local Seniority Agreement

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 employees 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

Local Seniority Agreement

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 Labor Relations.
- 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

Local Seniority Agreement

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

Local Seniority Agreement

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,

Local Seniority Agreement

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,

Local Seniority Agreement

- 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 Journeyperson 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;

Local Seniority Agreement

- 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 journeyperson 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 journeyperson shall be displaced from the employee's skilled trades classification in the reverse order of the employee's seniority in such classification. A journeyperson thus affected shall be transferred according to the diagram in Appendix "B" of this Local Seniority Agreement, seniority permitting.
4. A journeyperson 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 journeyperson, E.I.T.S. or E.I. T. seniority rights, seniority permitting.
5. A journeyperson 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 journeyperson in accordance with the provisions of Paragraph (174) of the National Agreement.

Local Seniority Agreement

- a. A journeyperson Tool & Die Maker Transferred or any reason to Inspector, Tool, Die, Fixture and Gage or Inspector, Parts shall have a journeyperson 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 journeyperson 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 journeyperson 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 journeyperson 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 classification he or she may have been transferred to under the Reduction Layoff Procedure.

Local Seniority Agreement

- 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

Local Seniority Agreement

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 journeyperson 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.)

Local Seniority Agreement

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 journeyperson, 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 journeyperson 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, Journeypersons, employees-in-training seniority (E.I.T.S.) and employees-in-training (E.I.T.), who can prove Journeyperson'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, journeypersons, 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-apprenticeable 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

Local Seniority Agreement

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, 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.

Local Seniority Agreement

Appendix A

Non-Interchangeable Occupational Group Classifications (Production)

Classification

Fluid Support
Inspection Assembly/Test
Inspection Immersion & Ultrasonic
Inspection M,B&F
Inspection Mag. & Flour.
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 Heat Treat
MSE Heat Treat Coating
MSE Jobsetter
MSE Pour Up
MSE Turning
MSE Weld
MSE Broach
MSE Coach

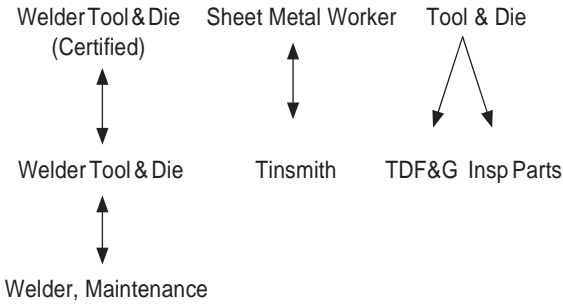
Non-Interchangeable Occupational Group Classifications
(Skilled Trades)

Classification

Auto, Truck & Trailer Repair Mechanic
Blade and Vane Maker
Carpenter
Cutter Grinder
Electrician
Experimental Aircraft Engine Test Mechanic
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



A skilled classification in which seniority is established



A skilled classification to displace a non-journeyperson under the provisions of Paragraph 174 of the National Agreement.



Layoff

Local Seniority Agreement

APPENDIX C

A journeyperson or an employee-in-training-seniority may apply for an opening in his or her classification and be considered for a transfer on a company-wide basis under the following conditions.

1. The employee must be capable of performing the job opening which occurs.
2. Employees may file only one (1) application in a twelve (12) month period from date of application or from date of transfer, whichever is later under these provisions.
3. The application must be made on the form provided and must designate his or her plant preference. The employee will only be considered for transfer to a vacancy in the plant designated as preferred.
4. Only applications that are on file in the Personnel Department by the end of normal office hours on Monday will be considered for a vacancy that is to be filled the first scheduled work day of the following week. Disputes regarding this provision should be referred to Labor Relations by the Chairperson of the Bargaining Committee for resolution.
5. When applications for transfer between plants are submitted within the same classification in each plant, employees will be transferred under these provisions.
6. It is understood that the assignment of newly graduated apprentices will not be considered vacancies for the purpose of these provisions.
7. If there is more than one applicant for a classification, and a vacancy occurs, the applicant with the greater seniority in the classification will be given preference for the transfer.
8. To facilitate training and to maintain proper distribution of skills, it is understood that the efficiency of the operations must be maintained under all circumstances in the applications of these provisions.
9. The terms of this Appendix "C" will be applied to openings caused by additions to the head count or attrition (deaths, retirements, terminations) before reduced or laid off seniority employees are recalled to skilled trades classification.

Local Seniority Agreement

The terms of this Appendix "C" will also apply to employees assigned Experimental Aircraft Engine Mechanics desiring transfer between Departments. Employees desiring transfer to the plant 8 assembly floor must have a Powerplant license.

10. Journeyperson or E.I.T.S. desiring transfer under this provision will not be considered for openings designated for apprentices or E.I.T.'s.

These provisions 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. Questions regarding the proper application of this Appendix "C" of this Local Seniority Agreement will be reviewed by the appropriate Zone Committeeperson and Labor Relations for prompt resolution.

Local Seniority Agreement

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 can not 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.

Local Seniority Agreement

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, 2020, 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.

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 and shift. 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.

Local Transfer Agreement

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.

Local Transfer Agreement

12. The provisions of this agreement satisfies 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 Jobsetter
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

Local Transfer Agreement

- 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, 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.

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. Employees who desire placement in the Inspector, Parts classification will be selected in the normal manner. However, prior to placement the employees must satisfactorily complete the Math I (16 hours), Math II (40 hours) and Gauging (16 hours) courses currently offered by the Local 933, UAW / Rolls-Royce Corporation Joint Training School. If the employee does not satisfactorily complete any of these courses they will not be eligible for placement as an E.I.T. in the Inspector, Parts classification. If more than one (1) employee is selected for placement in a classification at the same time, no placements will occur until all employees in the group have had an opportunity to successfully complete the above training classes. The placement time limits specified in Section III will be extended to encompass the aforementioned pre-placement training.

Local E.I.T. Selection Procedure

3. Related prior experience including non Company experience.
4. 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

Local E.I.T. Selection Procedure

days or less of his or her new assignment, submit an A.V.O. to his or her supervisor requesting removal from that 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 class room 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 class room/ 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 Committeeperson 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

Local E.I.T. Selection Procedure

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 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.

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, 2020, 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".

Local Equalization of Hours

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 work days 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 parallel 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 amount 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.

Local Equalization of Hours

10. The record of hours worked under the provisions of this paragraph will be maintained on a continuous basis. To insure 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

Local Equalization of Hours

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 to 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

Local Equalization of Hours

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

Local Equalization of Hours
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 operations, 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

Local Equalization of Hours

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, 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.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

LOCAL SHIFT PREFERENCE AGREEMENT

(Paragraph 75 of the National Agreement)

This agreement entered into this 26th day of February, 2020 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 employees

Local Shift Preference Agreement

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. Employees 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

Local Shift Preference Agreement

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. Journeypersons 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

Local Shift Preference Agreement

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, 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.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

LOCAL WAGE AGREEMENT

(Paragraph 100 of the National Agreement)

1. This agreement entered into this 26th day of February, 2020, 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, 2020, 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 26,2020, 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

Local Wage Agreement

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 Paragraph (151) of the National Agreement.
- c. Wage increases to employees-in-training, in accordance with Paragraph (163) of the National Agreement, shall be effective on the Monday preceding the day on which the sixty (60) day period expires.

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

Local Wage Agreement

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.

13. 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 journeyperson'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.

14. 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

Local Wage Agreement

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.

15. 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.

Local Wage Agreement

Appendix A
Hourly Job Classification and Wage Rate Schedules
Production - 2020 thru February 2022

Classification Code		Classification	Rates		
			B01	B02	B04
101	121	MSE Certified Welder	\$28.80	\$27.05	\$27.05

Classification Code		Classification	Rates		
			B01	B02	B04
201	-	Inspection Assembly/Test	\$28.79	\$27.04	\$27.04
202	222	Inspection M,B&F			
203	223	Inspection Special Processes			

Classification Code		Classification	Rates		
			B01	B02	B04
301		Inspection Immersion & Ultrasonic	\$28.79	\$27.04	\$27.04
302		Inspection Mag. & Flour.			
303		Inspection NDT			
305		Inspector, NDT- SCO			
304		Inspection X-Ray			

Classification Code		Classification	Rates		
			B01	B02	B04
401	421	MSE EDM	\$28.79	\$27.04	\$27.04
402	422	MSE FMS			
403	423	MSE Gear			
404	424	MSE General Machining			
405	425	MSE Grinding			
406	426	MSE Heat Treat			
407	427	MSE Heat Treat Coating			
408	428	MSE Jobsetter			
409	429	MSE Pour Up			
410	430	MSE Turning			
411	431	MSE Weld			
412		MSE Casting Producer Quality Op-SCO			
413		MSE Furnace Operator – SCO			
444		MSE Broach			
450		MSE Coach			

Local Wage Agreement

	Classification Code	Classification	Rates		
			B01	B02	B04
	601	Fluid Support	\$27.56	\$20.45	\$20.45
	602	Production Support			
	603	Store Attendant			
	604	Truck Driver, Outside			
	605	Production Support			

	Classification Code	Classification	Rates		
			B01	B02	B04
	701	Tractor Trailer	\$28.63	\$19.04	\$19.04

	Classification Code	Classification	Rates		
			B01	B02	B04
	801	Custodial Services	\$20.68	\$16.43	\$16.43

Appendix A
Hourly Job Classification and Wage Rate Schedules
Production - 2022 thru February 2025

	Classification Code		Classification	Rates		
				B01	B02	B04
	101	121	MSE Certified Welder	\$29.38	\$27.59	\$27.59

	Classification Code		Classification	Rates		
				B01	B02	B04
	201	-	Inspection Assembly/Test	\$29.37	\$27.58	\$27.58
	202	222	Inspection M,B&F			
	203	223	Inspection Special Processes			

	Classification Code	Classification	Rates		
			B01	B02	B04
	301	Inspection Immersion & Ultrasonic	\$29.37	\$27.58	\$27.58
	302	Inspection Mag. & Flour.			
	303	Inspection NDT			
	305	Inspector, NDT- SCO			

Local Wage Agreement

304	Inspection X-Ray		
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	Classification Code		Classification	Rates		
				B01	B02	B04
	401	421	MSE EDM	\$29.37	\$27.58	\$27.58
	402	422	MSE FMS			
	403	423	MSE Gear			
	404	424	MSE General Machining			
	405	425	MSE Grinding			
	406	426	MSE Heat Treat			
	407	427	MSE Heat Treat Coating			
	408	428	MSE Jobsetter			
	409	429	MSE Pour Up			
	410	430	MSE Turning			
	411	431	MSE Weld			
	412		MSE Casting Producer Quality Op-SCO			
	413		MSE Furnace Operator – SCO			
	444		MSE Broach			
	450		MSE Coach			

	Classification Code		Classification	Rates		
				B01	B02	B04
	601		Fluid Support	\$28.11	\$20.86	\$20.86
	602		Production Support			
	603		Store Attendant			
	604		Truck Driver, Outside			
	605		Production Support			

	Classification Code		Classification	Rates		
				B01	B02	B04
	701		Tractor Trailer	\$29.20	\$19.42	\$19.42

Local Wage Agreement
Skill Trades Rate - 2020 thru February 2022

Classification Code	Classification	Rates		
		J11	J12	J13
501	Auto, T&T Repair Mechanic			
502	Blade & Vane Maker			
503	Carpenter			
504	Cutter Grind			
505	Electrician			
506	Experimental Aircraft Test Mechanic			
507	Hardener			
508	Inspection Final Surface Plate			
509	Inspector, Parts			
510	Inspector, TDFG			
511	Machine Repair / Equipment Builder			
512	Millwright			
513	Model Duplicator- Plastic	\$32.13	\$30.79	\$30.79
514	Pipefitter			
515	Refrigeration & A/C			
516	Sheet Metal			
517	Stationary Engineer P/H			
518	Tinsmith			
519	Tool & Die Maker			
520	Waste Water Operator / Maintenance			
521	Welder, Maintenance			
522	Welder, Rack Making and Repair			
523	Welder, Tool & Die			
524	Welder, Tool & Die- Certified			

Local Wage Agreement

Skill Trades Rate - March 2022 thru February 2025
New Rates Effective During the First Pay Period in March

Classification Code	Classification	Rates		
		J11	J12	J13
501	Auto, T&T Repair Mechanic	\$32.77	\$31.41	\$31.41
502	Blade & Vane Maker			
503	Carpenter			
504	Cutter Grind			
505	Electrician			
506	Experimental Aircraft Test Mechanic			
507	Hardner			
508	Inspection Final Surface Plate			
509	Inspector, Parts			
510	Inspector, TDFG			
511	Machine Repair / Equipment Builder			
512	Millwright			
513	Model Duplicator- Plastic			
514	Pipefitter			
515	Refrigeration & A/C			
516	Sheet Metal			
517	Stationary Engineer P/H			
518	Tinsmith			
519	Tool & Die Maker			
520	Waste Water Operator / Maintenance			
521	Welder, Maintenance			
522	Welder, Rack Making and Repair			
523	Welder, Tool & Die			
524	Welder, Tool & Die- Certified			

Local Wage Agreement

APPENDIX B

Rate Schedule – By Period of Training

2020 thru February 2022

Apprentice and Employee In Training Rate Schedule									
	1 st	2 nd	3 rd	4 th	5 th	6 th	7 th	8 th	Grad
Condition 1	\$26.84	\$27.00	\$27.44	\$27.97	\$28.61	\$29.34	\$30.25	\$31.19	\$32.13
Condition 2	\$25.50	\$25.66	\$26.10	\$26.63	\$27.27	\$28.00	\$28.88	\$29.86	\$30.79

Rate Schedule – By Period of Training

Rate Schedule – By Period of Training

March 2022 thru February 2025

New Rates Effective During the First Pay Period in March

Apprentice and Employee In Training Rate Schedule									
	1 st	2 nd	3 rd	4 th	5 th	6 th	7 th	8 th	Grad
Condition 1	\$27.38	\$27.54	\$27.99	\$28.53	\$29.18	\$29.93	\$30.86	\$31.81	\$32.77
Condition 2	\$26.01	\$26.17	\$26.62	\$27.16	\$27.82	\$28.56	\$29.46	\$30.46	\$31.41

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

Wage Groups and Job Classifications

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 Jobsetter
 - g. MSE General Machining
 - h. MSE Pour Up
 - i. MSE Grinder
 - j. MSE Welder
 - k. MSE Turning
 - l. MSE Casting Producer Quality Operator- SCO
 - m. MSE Furnace Operator – SCO
 - n. MSE Broach
 - o. MSE Coach

4. The **Inspection** wage group will include all functions, excluding NDT

Wage Groups and Job Classifications 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. & Flour.
- c. Inspection NDT
- d. Inspection X-Ray
- e. Inspector, NDT- SCO Certified

Wage Groups and Job Classifications

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 Opr 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 Jobsetter

- 350 Jobsetter
- 360 MSE Jobsetter

409 MSE Pour Up

- 228 Furnace Opr, 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

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

Skilled Trades

505 Electrician

- 336 Instr Repair Electrical
- 223 Electrician

511 Machine Repair

- 339 Instr Repair – Mechanical
- 387 Mach Repair Equipment Builder

NDT

301 Inspection Immersion Ultra.

- 290 Insp Immersion Ultra.

302 Inspection Mag & Flour

- 294 Insp Mag. & Flour.

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 Cert

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.

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA

TRANSITION OF ENGINE ASSEMBLY AND TEST DUTIES

MEMORANDUM OF UNDERSTANDING
February 26, 2020

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)
2. Test (0870) will become a single overtime group.
 - a. Powerplant (P) license is required to work on plant 8 experimental assembly floor.
3. Management desires but will not require that all current EATMs possess a P license as described by FAA and we will provide a funded path for an employee to take on the job training to obtain the license either through class or straight to a test. The scheduling

Assembly and Test

is subject to business affordability and capacity

- a. Gap training and test
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
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 assume wages as defined in Par. 98 until a P license is obtained. Upon receiving P license employees will transition to legacy wages.
6. Inspector, Engine Assembly and Salaried Inspectors (related to engine build) duties will be performed by the EATM classification.

**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.

Assembly and Test

- 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

Assembly and Test

description of the work and plans for UAW incorporation and will be jointly agreed to by the Chairman of the Shop Committee or his/her designees and Management.

- b. 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.
- c. A project may have multiple phases that will require different members as it travels thru an innovation cycle
- d. 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
 - 0593 – Zeiss & Sheffield CMM inspection & programming
 - 3568 - Gear Lab inspection and programming
 - 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:
 - Sheffield CMM, operation & programming
 - Zeiss CMM, operation & programming
 - MM gear checker, operation & programming
 - Klingenburg gear checker, operation & programming
 - Gleason gear checker, operation & programming
 - 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 effected 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

CMM

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.

Skilled Trades Lines of Demarcation

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 torches 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.

Skilled Trades Lines of Demarcation

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.

Asbestos & Hazardous Material

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.

Electricians Classifications and Technicians

ROLLS-ROYCE CORPORATION INDIANAPOLIS, INDIANA

RESPONSIBILITIES OF THE ELECTRICIANS 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.

Electricians Classifications and Technicians

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.

Electricians Classifications and Technicians

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

Single Crystal Operations

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.

Single Crystal Operations

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 these discussion, the Company informed the Union of it's 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

Single Crystal Operations

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 dependant 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 a 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

Unloading of Trucks and Material Movement

- 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.

Advanced Turbine Technology (ATC)

- 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).

AMPS

- 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.

AMPS

- 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 employee's 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.

Plant 8 Operating Practices

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 maybe 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.

Rapid Proto-Typing Equipment (3D Printing)

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 Advices
- 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 Waste Water Operator / Maintenance Duties

MEMORANDUM OF UNDERSTANDING

February 26, 2020

In order to facilitate a smooth transition of Waste Water Operator/ Maintenance duties into the 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 Waste Water Operator/ Maintenance Classification will continue to perform duties that they currently perform today.
 2. The Waste Water 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 Waste Water Operator / Maintenance classification.
- B. Employees classified as Stationary Engineer P/H will perform duties of the Waste Water Operator / Maintenance classification when assigned these tasks by management when there is not sufficient Waste Water Operator coverage or for training opportunities. It is understood that these assignments will not be made on overtime until the Waste Water overtime group is exhausted on the day in question.
- C. It is understood that over time, previous Waste Water Operator / Maintenance duties will be performed by the Stationary Engineer P/H classifications.
- D. Waste water 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. The transition period will not be longer than 90 days after ratification.
1. Engage with 3rd party subject matter expert for benchmarking and evaluation.
 2. Identify and create safe operating procedures.
 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.
4. Source and organize specific equipment required.
5. Ensure management engagement and training to provide appropriate oversight of transition and ongoing pump out operation.
6. Compliance assurance through frequent internal audits.

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.

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

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

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

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

February 26, 2005

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

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

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

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

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

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

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

Deleted.

Letter 13

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

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

Forms

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

Local Demands and Settlements

Demand Number	Category	Topic	Page
338	Absence	Calling employee's home	225
636	Absence	Excused absences	293
557	Absence	FMLA and Sick Leave	277
340	Absence	Pass for leaving	225
341	Absence	Reporting and coding	225
339	Absence	Substantiation	225
550	Asbestos	Accredited Salary Personnel	275
294	Asbestos	Asbestos Removal	213
549	Asbestos	H & S Record	275
293	Asbestos	Selection and training	213
292	Asbestos	Selection process	212
198	Bargaining Unit Work	Bargaining unit-operation of stacker 0874	186
195	Bargaining Unit Work	Bargaining unit-repair of machine controls	185
197	Bargaining Unit Work	Bargaining unit-test equipment, gearboxes	186
527	Bargaining Unit Work	FPI, Mag & NDT	270
191	Bargaining Unit Work	Freight Pick-Up and Delivery	184
196	Bargaining Unit Work	Inspector, Mag and Fluorescent-Plant #8	186
189	Bargaining Unit Work	Inspector, Parts-CMM's	184
188	Bargaining Unit Work	Moving Parts and Gages	183
199	Bargaining Unit Work	Refrigeration & Air Conditioning Maint. Computers	186
194	Bargaining Unit Work	Repeated violations	185
529	Bargaining Unit Work	Salaried Employee Performing Work	271
190	Bargaining Unit Work	Skilled Trades Work	184
192	Bargaining Unit Work	Transporting Parts- carrying	184
528	Bargaining Unit Work	Transporting Parts or Tools	270
193	Bargaining Unit Work	Transporting Parts- scooters	185
187	Bargaining Unit Work	Unloading Trucks	183
616	Bargaining Unit Work	Utilization of appropriate trade	289
289	Café and Break Mall	Afternoon shift food services	212
274	Café and Break Mall	Breakfast	208
290	Café and Break Mall	Breakmall Location	212
625	Café and Break Mall	Chairs	291
275	Café and Break Mall	Cleaning and equipment	208
279	Café and Break Mall	Description	209
278	Café and Break Mall	Enclose	209
277	Café and Break Mall	Extermination	209
272	Café and Break Mall	Food	207
547	Café and Break Mall	Food Service	274
548	Café and Break Mall	Food Service Committee	274
273	Café and Break Mall	Hot food	208
280	Café and Break Mall	Ice cream	210
285	Café and Break Mall	Ice cream vending machines	211
543	Café and Break Mall	Ice Machines - filters	273
544	Café and Break Mall	Ice machines - locations	274
545	Café and Break Mall	Ice machines – PM schedule	274
288	Café and Break Mall	Leftover, food at reduced price	211
286	Café and Break Mall	Lunch break area	211
540	Café and Break Mall	Outside break areas	273
282	Café and Break Mall	Products	210
276	Café and Break Mall	Receipts	209

Local Demands and Settlements

Demand Number	Category	Topic	Page
546	Café and Break Mall	Remodeling malls	274
541	Café and Break Mall	Repair concrete tables	273
642	Café and Break Mall	RR TVs	294
281	Café and Break Mall	Servicing	210
283	Café and Break Mall	Servicing	210
284	Café and Break Mall	Servicing	210
291	Café and Break Mall	Training center, vending service	212
542	Café and Break Mall	Water fountains	273
345	Employee Personal Prop.	Opening tool boxes	227
344	Employee Personal Prop.	Replacing tools	226
346	Employee Personal Prop.	Safekeeping personal tools	227
105	Grievance	Answers to Step 1A and 1B	161
106	Grievance	Answers to Step 1A and 1B	161
107	Grievance	Form – supply	161
109	Grievance	Form – supply	162
114	Grievance	Form 1945-Modify	163
115	Grievance	Paragraph (152)	163
113	Grievance	Process	163
112	Grievance	Removing entries	162
111	Grievance	Settlement – extensions	162
108	Grievance	Settlement – removing entries	161
110	Grievance	Settlement – removing entries	162
361	Health and Safety	Coveralls-classifications covered	231
365	Health and Safety	Coveralls-classifications covered	232
368	Health and Safety	Coveralls-insulated	233
367	Health and Safety	Coveralls-light weight	233
369	Health and Safety	Coveralls-SCO	233
350	Health and Safety	CPR	228
421	Health and Safety	Defibrillators-Locations	246
381	Health and Safety	Disclosure of contents	236
420	Health and Safety	Duct Work Cleaning	246
355	Health and Safety	Electron Beam Welding-Procedure	230
366	Health and Safety	Employee requirement	233
403	Health and Safety	Experimental Single Crystal Development	242
390	Health and Safety	Eyeglass Replacement	239
422	Health and Safety	Gas Monitor	246
371	Health and Safety	Gloves	234
558	Health and Safety	Gloves	277
411	Health and Safety	H&S complaints	244
358	Health and Safety	H&S-Wearing Apparel	230
415	Health and Safety	Hazardous chemical storage	245
406	Health and Safety	Health & Safety	243
401	Health and Safety	Health & Safety –new hire training	242
362	Health and Safety	Individual job assignment	232
363	Health and Safety	Individual job assignment	232
397	Health and Safety	Individual requirements	241
385	Health and Safety	Inspection	237
374	Health and Safety	Install and clean	235
559	Health and Safety	Leak Diverters	277
560	Health and Safety	Leak Diverters	277
382	Health and Safety	Lockout procedures-FOF	237
565	Health and Safety	Machining Fluid Total Particulate	278

Local Demands and Settlements

Demand Number	Category	Topic	Page
384	Health and Safety	Management responsibility	237
409	Health and Safety	Mercury Instruments	243
413	Health and Safety	Metal Working Fluids	244
383	Health and Safety	Monitoring carbon monoxide-gas	237
564	Health and Safety	Monthly Safety Talks	278
423	Health and Safety	Noise Reduction	247
424	Health and Safety	Noise Reduction	247
360	Health and Safety	Painter uniforms	231
412	Health and Safety	Parts Tumblers-DB Levels	244
379	Health and Safety	Powerhouse – gloves	236
377	Health and Safety	Powerhouse – hazardous	235
376	Health and Safety	Powerhouse-coveralls	235
407	Health and Safety	Prescription requirements	243
416	Health and Safety	Radiation safety	245
359	Health and Safety	Rainwear	231
378	Health and Safety	Refridg & Air Cond Maint Coveralls	236
352	Health and Safety	Rental	229
375	Health and Safety	Repair or replace	235
387	Health and Safety	Repair or replace	238
391	Health and Safety	Repair or replace	239
396	Health and Safety	Respirators for ees with facial hair	241
562	Health and Safety	Rubber mats	278
400	Health and Safety	Safety area enlargement	242
644	Health and Safety	Safety glasses	295
398	Health and Safety	Safety meetings	241
426	Health and Safety	Safety shoe replacement	247
370	Health and Safety	Safety shoes	234
643	Health and Safety	Safety shoes	294
373	Health and Safety	Safety shoes – platers	234
349	Health and Safety	Scheduling	228
402	Health and Safety	SCO Hazardous material info	242
393	Health and Safety	Selection	240
395	Health and Safety	Selection	240
394	Health and Safety	Service	240
410	Health and Safety	Service shop locations	244
372	Health and Safety	Shop towels	234
417	Health and Safety	Sign – high noise area	245
356	Health and Safety	Size	230
425	Health and Safety	T&D&F&G Enclosure	247
386	Health and Safety	Test results	238
392	Health and Safety	Tint	240
414	Health and Safety	Ventilation systems	245
419	Health and Safety	Ventilation systems	246
566	Health and Safety	Ventilation systems	279
388	Health and Safety	Wearing requirements	238
418	Health and Safety	Welder equipment	245
353	Health and Safety	Working alone	229
563	Health and Safety	0591 Cranes	278
561	Health and Safety	70 EArc-Flash Safety Glasses	278
404	Health and Safety	Apprentices – Health & Safety	242
357	Health and Safety	Attendant oil stores – coats	230
351	Health and Safety	Chairs	229

Local Demands and Settlements

Demand Number	Category	Topic	Page
399	Health and Safety	Cleaning	241
405	Health and Safety	Cleaning	243
389	Health and Safety	Cleaning stations	239
380	Health and Safety	Coolant usage	236
364	Health and Safety	Coveralls and special tools	232
228	Heat Treat	Alarms	195
227	Heat Treat	Ladders	194
226	Heat Treat	Modernization	194
310	Housekeeping	Blast machine cleaning	217
296	Housekeeping	Cleaning	213
297	Housekeeping	Cleaning	214
298	Housekeeping	Cleaning	214
300	Housekeeping	Cleaning	215
637	Housekeeping	Cleaning closure signs	293
590	Housekeeping	Cleaning of mop stations	284
301	Housekeeping	Cleaning –steam	215
299	Housekeeping	Doors	214
309	Housekeeping	Drip plan cleaning	217
311	Housekeeping	Empire dust collectors	217
304	Housekeeping	Entrance to plant	216
302	Housekeeping	Extermination	215
585	Housekeeping	Floor cleaning in Dept. 0591	283
303	Housekeeping	Floor dept 0508	215
551	Housekeeping	Floor scrubbers	275
308	Housekeeping	Hazardous chemical cleaning	216
305	Housekeeping	Latches on doors	216
591	Housekeeping	Maintenance in dept 0547	284
306	Housekeeping	Oil leaks	216
307	Housekeeping	Sanitary napkin disposal	216
588	Housekeeping	Soap dispensers at mop stations	284
589	Housekeeping	Spray hoses at mop stations	284
270	Inventory Controller	Annual plant inventory	207
269	Inventory Controller	Heat treat & Gen Stores	207
271	Inventory Controller	Movement of parts in SAP	207
268	Inventory Controller	Plant 8	206
224	Job Assignment	Cutting material	193
205	Job Assignment	Identification of parts	188
218	Job Assignment	Inv Cont – moving parts in heat treat	191
206	Job Assignment	Investigation of ee complaints	188
212	Job Assignment	IOE Form Usage	190
204	Job Assignment	IOE Reporting	188
210	Job Assignment	IOE reporting or entering on terminal	189
593	Job Assignment	Overtime for dept 0599 crib attendants	284
211	Job Assignment	Pilot foundry plant 8	190
216	Job Assignment	Plater-pickle operations	191
217	Job Assignment	Plating room shutdown	191
214	Job Assignment	Processing parts for FPI	190
202	Job Assignment	Reporting IOE	187
222	Job Assignment	Safety procedures	193
221	Job Assignment	Setup of machines	192
220	Job Assignment	Setup of numerically control machines	192
200	Job Assignment	Skilled departments 0517 & 0531	187

Local Demands and Settlements

Demand Number	Category	Topic	Page
531	Job Assignment	Staffing levels	271
530	Job Assignment	Steel stores	271
213	Job Assignment	Supervisor absent	190
225	Job Assignment	Trades interviewing preference	194
208	Job Assignment	Work assignments during work hrs	189
201	Job Assignment	Working outside classification	187
323	Medical	Ambulance service	221
318	Medical	Appointments for medical director	219
327	Medical	Doctors visit – paid	222
320	Medical	Emergency	219
317	Medical	Employee death	219
325	Medical	Employee obtaining telephone numbers	221
319	Medical	Injury or illness	219
324	Medical	Instapak process	221
326	Medical	Medical records	222
321	Medical	Return from sick leave	220
322	Medical	Transportation for ill employee	220
487	Miscellaneous	# 53 fuel tank	261
571	Miscellaneous	"A" Building ATM	280
570	Miscellaneous	"A" Building Communications	279
572	Miscellaneous	0566 Pictures	280
581	Miscellaneous	0881 MSE General Machining	282
568	Miscellaneous	1553 Spray Booths	279
479	Miscellaneous	ATM	259
639	Miscellaneous	Basketball court	293
486	Miscellaneous	Benefit conference	261
434	Miscellaneous	Blood bank	249
435	Miscellaneous	Break	250
490	Miscellaneous	Bumper steps responsibilities	261
441	Miscellaneous	Canceling	251
458	Miscellaneous	Canopy for #6 oil unloading areas	255
446	Miscellaneous	Clean and maintain	252
447	Miscellaneous	Clean and maintain	252
452	Miscellaneous	CNN Headline News	254
438	Miscellaneous	Coat Rack-Lockers	250
582	Miscellaneous	Company Events	282
472	Miscellaneous	Company Stores	258
484	Miscellaneous	Company Stores- hours of operation	260
586	Miscellaneous	Computers at 448 work stations	283
430	Miscellaneous	Consent of employee	248
480	Miscellaneous	Containment area pit. 8 chemical storage	259
465	Miscellaneous	Coolant lines	256
443	Miscellaneous	Copy of	251
433	Miscellaneous	Credit verification	249
454	Miscellaneous	Department 0550	254
467	Miscellaneous	Department 0591	257
489	Miscellaneous	Dependent Child Scholarship	261
445	Miscellaneous	Distribution	252
468	Miscellaneous	Emergency light- bay loc. W9 stairwell	257
432	Miscellaneous	Employee moves	249
456	Miscellaneous	Equipment	254
453	Miscellaneous	Fenced area	254

Local Demands and Settlements

Demand Number	Category	Topic	Page
580	Miscellaneous	Fiber IDs and Air Sampling	282
459	Miscellaneous	Floor Dry	255
473	Miscellaneous	Gage surveillance	258
595	Miscellaneous	Gravel drive	285
610	Miscellaneous	Gravel drive for Haz. Storage Building	288
464	Miscellaneous	Implementing	256
469	Miscellaneous	Implementing demands settlements	257
466	Miscellaneous	Investigate upgrade	257
628	Miscellaneous	Lateral Moves	291
481	Miscellaneous	Leasing equipment	260
444	Miscellaneous	List of classification	252
575	Miscellaneous	List of Licenses for Fork Trucks	280
485	Miscellaneous	Local fitness center discounts	261
442	Miscellaneous	Location	251
578	Miscellaneous	Mist Collectors	281
448	Miscellaneous	Motorcycles	253
429	Miscellaneous	Notification	248
576	Miscellaneous	Notification of Shift Deletion	281
428	Miscellaneous	Open House	248
483	Miscellaneous	Parking lots	260
449	Miscellaneous	Patrol	253
584	Miscellaneous	Personal Cell Phones	283
641	Miscellaneous	Personal phones	294
440	Miscellaneous	Personal Relief	251
574	Miscellaneous	Personal Vehicle Mileage	280
461	Miscellaneous	Personnel lifts and cranes	255
470	Miscellaneous	Powerhouse cleaning	257
427	Miscellaneous	Radio Usage	247
437	Miscellaneous	Recorders	250
455	Miscellaneous	Replace or repair	254
450	Miscellaneous	Reserved	253
482	Miscellaneous	Roof vents	260
431	Miscellaneous	Running out of	249
457	Miscellaneous	SCO-acid etch line	254
635	Miscellaneous	Scrap and MRB	293
569	Miscellaneous	Service Awards	279
460	Miscellaneous	Sheffield Grinders	255
488	Miscellaneous	Showering facilities	261
567	Miscellaneous	Showers	279
451	Miscellaneous	Stickers for automobiles	253
439	Miscellaneous	Stop Light	251
478	Miscellaneous	Storage of long lead time items	259
477	Miscellaneous	Tailgate meetings	259
462	Miscellaneous	Transporting	256
476	Miscellaneous	UAW flag pole at Pkt. 5 and 8	259
436	Miscellaneous	Use of	250
474	Miscellaneous	Userra law	258
573	Miscellaneous	Vehicle Damage	280
577	Miscellaneous	Vehicle Traffic	281
631	Miscellaneous	Vehicle	292
471	Miscellaneous	Victory field night	258

Local Demands and Settlements

Demand Number	Category	Topic	Page
583	Miscellaneous	Volunteer Leaves	282
638	Miscellaneous	Walking trail	293
463	Miscellaneous	Wheels-rubber	256
102	Overtime	Adjusting hours among shifts	160
103	Overtime	Between shifts	160
98	Overtime	Harassment	158
100	Overtime	Harassment or discipline	159
101	Overtime	Modifying equalization of hours	159
99	Overtime	Skilled trades exhausted EOH groups	159
104	Overtime	Use of MOA of OT 167	160
186	Production	Production pieces per hour	183
185	Production	Production standards	183
265	Quality	Certification	204
539	Quality	Inspector's Equipment	273
264	Quality	Programming CMMs	204
267	Quality	Quality Network	206
266	Quality	Use of	206
238	Reports	App for temp layoff & Note in OT book	197
247	Reports	Copy of	199
243	Reports	Investigation of employee complaints	198
239	Reports	Investigative information	197
246	Reports	IOE reporting	199
242	Reports	Meetings	198
249	Reports	Paragraph (152)	199
241	Reports	Personnel Moves	198
244	Reports	Powerhouse – paint	198
622	Reports	Requisitions and Supluses	290
250	Reports	Safety Meetings	200
245	Reports	Service contracts	199
240	Reports	Time and Attendance Reports	197
166	Representation	Employee meetings	178
167	Representation	Notice of disciplinary action	178
168	Representation	Notice of disciplinary action	179
169	Representation	Office for conducting DI	179
624	Restroom	Auto flushers	291
553	Restroom	Bradley Type Sinks	276
312	Restroom	Doors	217
314	Restroom	Evansville	218
316	Restroom	Fenced area	218
313	Restroom	Penthouse 4-shower cleaning	217
552	Restroom	Refurbishment	276
315	Restroom	Renovation	218
592	Restroom	Stocking of restrooms	284
587	Restroom	Use of Kyvacs	283
554	Restroom	Water Fountain R-9	276
230	SCO	Allison/UAW decals	195
237	SCO	CNN Service	197
235	SCO	Copies of monitor info	196
233	SCO	Cut off and ventilation	196
533	SCO	Furnace Operator	271
234	SCO	Isolate heat from burnout furnace	196
232	SCO	Manufacturing facility	195

Local Demands and Settlements

Demand Number	Category	Topic	Page
236	SCO	Rainfall Sander machines	196
229	SCO	SCO	195
231	SCO	SCO	195
532	SCO	X-Ray Inspection	271
259	Security	Lights	202
538	Security	Motorcycle Parking Post 507	272
534	Security	North Assembly Guard Shack	272
255	Security	Operation of gates during overtime hours	201
535	Security	Parking Lot Signs	272
537	Security	Parking Lots Re-surfaced	272
536	Security	Post 502 Coverage	272
252	Security	Preventive Maintenance	200
260	Security	Process	202
262	Security	Repair or upgrade	203
257	Security	Telephones	202
258	Security	Telephones	202
254	Security	Use of Plant #5 Lobby	201
256	Security	Automated posts not operating	202
253	Security	Battery cables	201
251	Security	Entrance to plant	200
261	Security	Fire brigade	203
263	Security	Handicap parking spaces	204
516	Skill Trades-Carpenter	Carpenter Shop	268
97	Skill Trades-Carpenter	Carpenter-Powermark Printer	158
95	Skill Trades-Cutter Grind	Cutter Grind	158
96	Skill Trades-Cutter Grind	Cutter Grind	158
499	Skill Trades-EAETM	Drains 0874	264
47	Skill Trades-EAETM	EAETM	146
52	Skill Trades-EAETM	EAETM-Cock Century valve	147
50	Skill Trades-EAETM	EAETM-Endurance Test	147
51	Skill Trades-EAETM	EAETM-Install and remove mechanical rigging	147
46	Skill Trades-EAETM	EAETM-operate gear box test stands	146
49	Skill Trades-EAETM	EAETM-power plant license	147
45	Skill Trades-EAETM	EAETM-props	145
48	Skill Trades-EAETM	EAETM-workhorse engines	146
502	Skill Trades-EAETM	Engine Tooling	265
506	Skill Trades-EAETM	Inspection Responsibilities	266
507	Skill Trades-EAETM	Inspection Responsibilities	266
503	Skill Trades-EAETM	Metal Safety Grates	265
508	Skill Trades-EAETM	Protective Equipment	266
509	Skill Trades-EAETM	Supplied Tools	266
504	Skill Trades-EAETM	Tooling Repair/Replace	265
505	Skill Trades-EAETM	Tooling, Use of	265
500	Skill Trades-EAETM	UMAC	264
27	Skill Trades-Electrician	Auto, T&T mechanic – repair of veh	140
32	Skill Trades-Electrician	Electrician – Bargaining Unit Work	142
33	Skill Trades-Electrician	Electrician – Cable repair / replacement	142
31	Skill Trades-Electrician	Electrician - laptop computer	141
29	Skill Trades-Electrician	Electrician – telephone systems	141
30	Skill Trades-Electrician	Electrician - work area	141

Local Demands and Settlements

Demand Number	Category	Topic	Page
28	Skill Trades-Electrician	Instrument repair, Elec/Mech compar	140
496	Skill Trades-Electrician	Laptop computers	263
494	Skill Trades-Electrician	Phone lines	263
495	Skill Trades-Electrician	Preventative Maintenance	263
26	Skill Trades-Electrician	Turning on and off	140
492	Skill Trades-General	"A" Building Designated Area	262
13	Skill Trades-General	Air and electrical drops	137
2	Skill Trades-General	Alternate processes	133
24	Skill Trades-General	Apprentice Toolbox	139
7	Skill Trades-General	Central/Machine Repair Crib	134
5	Skill Trades-General	Copy of	134
15	Skill Trades-General	Dept 0854 repair or replace	137
9	Skill Trades-General	EIT requiring special tools	135
18	Skill Trades-General	EIT selection	138
4	Skill Trades-General	EIT/EITS training on company time	134
19	Skill Trades-General	Electrical Distribution Maintenance	138
11	Skill Trades-General	Hiring journeymen/women	136
10	Skill Trades-General	Job preference	135
3	Skill Trades-General	Lines of demarcation	133
17	Skill Trades-General	Machine repair and millwrights safety	138
16	Skill Trades-General	Moving	137
493	Skill Trades-General	Plant 8 rectifier	262
20	Skill Trades-General	Powerhouse floor and wall repainting	138
14	Skill Trades-General	Repair	137
8	Skill Trades-General	Returning tools and equipment	135
21	Skill Trades-General	Skilled trades escort of factory techs	138
6	Skill Trades-General	Storing tooling inventory	134
491	Skill Trades-General	Tool vendor truck	262
23	Skill Trades-General	Water fountain replacement filters	139
25	Skill Trades-General	Work area security	140
12	Skill Trades-General	Working with bargaining unit	136
44	Skill Trades-Job Assign	Assign within classification	145
515	Skill Trades-Machine Rep.	Capital equipment	267
92	Skill Trades-Machine Rep.	Machine Repair-Hotsy Paris Washer	157
514	Skill Trades-Machine Rep.	Overhaul facility	267
77	Skill Trades-Millwright	Crib Attendant and Millwright	154
76	Skill Trades-Millwright	Millwright	153
78	Skill Trades-Millwright	Millwrights – fencing	154
79	Skill Trades-Millwright	Millwrights – furniture	154
80	Skill Trades-Millwright	Millwrights-hoists	154
87	Skill Trades-Pipefitter	Pipefitters-Journeyman/woman	156
89	Skill Trades-Pipefitter	Pipefitters-pumps	157
88	Skill Trades-Pipefitter	Pipefitters-Roto-Rooter	156
90	Skill Trades-Pipefitter	Pipefitters-steam traps	157
91	Skill Trades-Pipefitter	Skilled Trades-steam traps	157
65	Skill Trades-SEPH	Continuous Operators	151
510	Skill Trades-SEPH	Cross-Training	266
512	Skill Trades-SEPH	Foul Weather Gear	267
513	Skill Trades-SEPH	High Voltage Training	267
62	Skill Trades-SEPH	Powerhouse	150
511	Skill Trades-SEPH	Powerhouse Tool Boxes	267
60	Skill Trades-SEPH	Powerhouse-center	150

Local Demands and Settlements

Demand Number	Category	Topic	Page
55	Skill Trades-SEPH	Powerhouse-coversalls	148
66	Skill Trades-SEPH	Powerhouse-gloves	151
58	Skill Trades-SEPH	Powerhouse-housekeeping	149
54	Skill Trades-SEPH	Powerhouse-Plant #5	148
67	Skill Trades-SEPH	Powerhouse-roof	151
61	Skill Trades-SEPH	Powerhouse-schedules	150
63	Skill Trades-SEPH	SEPH & Electricians-high voltage splicing	150
71	Skill Trades-SEPH	SEPH- Job Assignment	152
72	Skill Trades-SEPH	SEPH- Job Assignment	152
73	Skill Trades-SEPH	SEPH- Training	153
74	Skill Trades-SEPH	SEPH- Training	153
75	Skill Trades-SEPH	SEPH- Training	153
64	Skill Trades-SEPH	SEPH-alarms	151
53	Skill Trades-SEPH	SEPH-assignment of functions	148
69	Skill Trades-SEPH	SEPH-Intellution Training	152
70	Skill Trades-SEPH	SEPH-Light Replacement	152
56	Skill Trades-SEPH	SEPH-scheduling	149
57	Skill Trades-SEPH	SEPH-work functions	149
68	Skill Trades-SEPH	Steam and electricity	152
59	Skill Trades-SEPH	Supervisor	150
43	Skill Trades-Tinsmith	Carbon fiber	145
42	Skill Trades-Tinsmith	Roofing systems-Tinsmiths	145
36	Skill Trades-Tool and Die	Inspector, Tool, Die, Fixture &Gage-Plant 5 and 8	142
37	Skill Trades-Tool and Die	Inspector, Tool, Die, Fixture, &Gage-"T" tooling	143
35	Skill Trades-Tool and Die	Inspector, Tool, Die, Fixture, &Gage-FPPA	142
497	Skill Trades-Tool and Die	Machine Run-off	263
41	Skill Trades-Tool and Die	Model Shop-Engineering Software	145
38	Skill Trades-Tool and Die	Tool & Die Maker-brief description	143
39	Skill Trades-Tool and Die	Tool & Die Maker-Researchand Materials Lab	144
40	Skill Trades-Tool and Die	Tool & Die Maker-Researchand Materials Lab	144
498	Skill Trades-Tool and Die	Vendor Rework	263
84	Skill Trades-Waste Water	Continuous Operators	155
81	Skill Trades-Waste Water	SEPH-disposal of dust	155
83	Skill Trades-Waste Water	Water Waste Operator Maintenance	155
82	Skill Trades-Waste Water	Water Waste OperatorMaintenance-scheduling	155
85	Skill Trades-Welder	Production welders	156
86	Skill Trades-Welder	Seam Welding	156
629	Skilled Trades	EATM and ETM	292
633	Skilled Trades	Training Manuals	292
634	Skilled Trades	Training Powerhouse	293
617	Skilled Trades – General	Bicycles for Apprentices	289
615	Skilled Trades – General	Company transportation	289
599	Skilled Trades – General	Do-All-Saw	286
614	Skilled Trades – General	General Stores in Plant 8 Model Shop	289
621	Skilled Trades – General	High voltage electrical training	290
598	Skilled Trades – General	Millwright shop	285
613	Skilled Trades – General	Overhead lift safety	288
619	Skilled Trades – General	Parts Inspectors	290
602	Skilled Trades – General	Personal vehicles inside the gates	286
607	Skilled Trades – General	Production work at Plant 8 Model Shop	287
612	Skilled Trades – General	Temporary transfers to another plant	288
603	Skilled Trades – General	Test Cell 157	286

Local Demands and Settlements

Demand Number	Category	Topic	Page
600	Skilled Trades – General	TG&F area	286
606	Skilled Trades – General	Time tickets	287
604	Skilled Trades – General	Tool allowance	287
609	Skilled Trades – General	Training for Skilled Trades employees	288
618	Skilled Trades – General	Troubleshooting	290
597	Skilled Trades – Millwright	Licenses for mobile cranes	285
608	Skilled Trades – Pipefitter	Indiana Journeyman Plumber's License	287
596	Skilled Trades – Pipefitter	Mop stations drains	285
601	Skilled Trades – Pipefitter	New style hose for fuel pits	286
594	Skilled Trades – SEPH	Control Room for Plant 8 Power House	285
605	Skilled Trades – SEPH	Plant 8 Powerhouse	287
611	Skilled Trades – SEPH	Weather monitor for Power House	288
94	Skilled Trades AC	A/C-Storage Area	158
93	Skilled Trades AC	NEC update	157
295	Skilled Trades General	Computers	213
348	Skilled Trades General	Informal	228
347	Skilled Trades General	Maintenance work	228
354	Skilled Trades General	Maintenance work	229
620	Skilled Trades–Electrician	Upgrading of computers	290
149	Sourcing	JOBS Committee	173
134	T/A and Payroll	Application for Time Off and Code	168
140	T/A and Payroll	Clock ring in	171
137	T/A and Payroll	Clock rings accumulated late	170
132	T/A and Payroll	Clock rings irregular	168
141	T/A and Payroll	Coding as discipline	171
131	T/A and Payroll	Contractual Time Off	167
145	T/A and Payroll	Deferred holiday time displayed	172
136	T/A and Payroll	Direct Deposit	169
139	T/A and Payroll	Efficiency of the operation	170
144	T/A and Payroll	Form DA-45	171
124	T/A and Payroll	Grievance settlement pay	165
630	T/A and Payroll	H.S.A Acct	292
127	T/A and Payroll	Holiday pay for continuous operators	166
123	T/A and Payroll	Information on pay adjustments	165
117	T/A and Payroll	Lost check	164
125	T/A and Payroll	Paid Absence Allowance	166
142	T/A and Payroll	Pass for leaving	171
130	T/A and Payroll	Pay adjustment information	167
126	T/A and Payroll	Paycheck distribution early	166
119	T/A and Payroll	Paycheck distribution for day shift	164
128	T/A and Payroll	Paycheck distribution for Holidays	167
135	T/A and Payroll	Paycheck distribution for Holidays	169
120	T/A and Payroll	Paycheck distribution for night shift	165
121	T/A and Payroll	Paycheck distribution for Continuous operator	165
148	T/A and Payroll	Payroll Advice	173
147	T/A and Payroll	Payroll hours	173
627	T/A and Payroll	Repayments	291
118	T/A and Payroll	Separate checks for vacation buyout, profit sharing	164
122	T/A and Payroll	Shortage of pay	165
116	T/A and Payroll	Time access	164
143	T/A and Payroll	Time clock department 0874	171
146	T/A and Payroll	Travel expense policy	172

Local Demands and Settlements

Demand Number	Category	Topic	Page
129	T/A and Payroll	Union dues on grievance settlements	167
138	T/A and Payroll	Vacation hours information	170
342	Tools	Afternoon shift	226
343	Tools	Providing tools	226
182	Training	Carpenter	182
523	Training	CPR & AED Classes	269
173	Training	Crib Attendant on computer in Crib 10	180
519	Training	Custodial Services Training	268
175	Training	FAA certification requirements	180
525	Training	Furnace Shut Down Procedure	270
179	Training	Inventory Controller – SAP	181
180	Training	Journeypersons	182
184	Training	MSE- matrix boards	183
524	Training	National Safety Council Expo	269
522	Training	New Employee Safety Trainers	269
526	Training	Plant 8 Training	270
177	Training	Publish class availability and changes	181
178	Training	Safety Meetings-videotapes and topics	181
176	Training	Scheduling and canceling	181
170	Training	Skill Center access	179
172	Training	Skilled Trades-Journeymen/woman	180
520	Training	TAP	268
521	Training	TAP	269
181	Training	Trades person training new equipment	182
632	Training	Training	292
183	Training	Training center- onsite classes	182
174	Training	Training facility	180
171	Training	Workforce	180
150	Transfer	Between plants	173
151	Transfer	Between plants	174
157	Transfer	Interdepartment	176
153	Transfer	Notification	175
156	Transfer	Record update	175
155	Transfer	Report of shift changes to Chairperson	175
158	Transfer	Schedule information available to Union	176
154	Transfer	Temporary shift change	175
152	Transfer	Transferring among plants-tool boxes	175
623	Transfers	Surpluses	291
518	Truck Driver	Chip Boards	268
517	Truck Driver	Job Assignments	268
164	Truck Driver	Truck Driver, Outside T&T	178
159	Truck Driver	Truck Driver, Outside T&T- requiring assistance	176
160	Truck Driver	Truck Driver, Outside T&T-pick up or delivery	177
165	Truck Driver	Truck Driver, Outside T&T-vehicles	178
161	Truck Driver	Driving gloves	177
162	Truck Driver	Indianapolis Airport	177
163	Truck Driver	Jackets	178
1	Vacation	Use of time off	133
332	Vehicles	Annual inspection	223
329	Vehicles	Department 0521	222
328	Vehicles	Department 0531	222
330	Vehicles	Department 0828	222

Local Demands and Settlements

556	Vehicles	Electric or Propane Power	276
555	Vehicles	Electric Power Trucks	276
331	Vehicles	Repair and Service	223
337	Vehicles	Rolling Stock-Repair	224
336	Vehicles	Scooter-0521-C	224
333	Vehicles	Shift Change-Safe Operation	223
334	Vehicles	Shift Change-Safe Operation	223
335	Vehicles	Shift Change-Safe Operation	224

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

Demand No. 4

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.

Local Demands and Settlements
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 may file only (1) application in a six (6) month

Local Demands and Settlements

period from date of application or from date of transfer (or offer), whichever is later under this understanding.

3. The application must be made on the form provided and must designate his primary job preference. The employee will only be considered for transfer to a primary job opening within his department, shift and classification. This will not preclude a supervisor's consideration of an employee's desires in filling subsequent openings.
4. Only applications that are on file in the superintendent's office two weeks prior to the date the opening is filled will be considered.
5. It is understood that the assignment of newly graduated apprentices will not be considered vacancies for the purpose of this procedure.
6. 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

Local Demands and Settlements

appropriate trades as required through the trades 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 work stations 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.

Local Demands and Settlements

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. "Factorymen" to repair machines. These procedures should include the exhausting of all available in-plant assistance, fellow

Local Demands and Settlements

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 tool box allowance be increased for apprentices.

Local Demands and Settlements

Settlement:

This demand is resolved on the basis that management will provide tool boxes 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 start up 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:

Local Demands and Settlements

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 tool boxes, 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

Local Demands and Settlements

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 Jobsetters 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 tool box 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 tool box. 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 news stands 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 Liftfan 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 of 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 man power or job size inside the four walls of the Power House.

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 parities 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 sound proof work center, be installed in the Power House.

Settlement:

An air conditioned sound proof 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 are installed in the Company, that the Power House 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 (2) 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 return 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 do 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 PowerMark 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 get 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 or 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 employee 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 Committeeperson's grievance pads upon request.

Settlement:

Grievance pads will be made available to District Committeeperson's through their Supervisors.

Demand No. 108

The Union demands when a grievance settlement is made removing a notation from an employees 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 Committeeperson.

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 employees 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 (either 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 advices 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 work day. 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 insure 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 time cards will not be used for the basis of disciplinary action or denial of holiday pay or S.U.B. pay.

Settlement:

The coding of time cards 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 employees 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 employees bank account number will be placed on employees 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

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 in Plant 5 and 8 apply for transfer under the terms of

Local Demand Settlement No. 151, and both are capable of performing the work in question, the employees will be transferred during the next scheduled work force adjustment.

Demand No. 151

The Union demands a plant preference agreement be negotiated for non-skilled employees.

Settlement:

This demand is resolved on the basis that employees, other than those assigned to skilled trades classification, may make application in writing for transfer between plants to an opening within their classification and will be transferred subject to the following conditions:

1. The employee must be capable of performing the job opening which occurs.
2. Employees may file only (1) application in a twelve (12) month period from date of application or from date of transfer, whichever is later under this understanding.
3. The application must be made on the form provided and must designate his plant preference. The employee will only be considered for transfer to a vacancy in the preferred plant.
4. Only applications that are on file in the Personnel Department by the end of normal office hours on Monday will be considered for a vacancy that is to be filled the first scheduled work day of the following week. Disputes regarding this provision should be referred to Labor Relations by the Chairman of the Bargaining Committee for resolution.
5. 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.
6. In order to facilitate training and to maintain a proper distribution of skills required in a specific area, 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.
7. The terms of this agreement will only be applied to primary openings caused by increases to the head count or attrition (deaths, retirements, terminations) before reduced or laid off seniority employees are recalled or new employees hired to fill the vacancies.

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, tool boxes 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' tool box 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 tool box.

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 employees 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:

Time cards 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 moves 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 an 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 pick ups 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 pick up 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.

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 committeeperson's 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 employees 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 Journeyman 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 with in 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 paper work 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. 198

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 amount 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 Jobsetters, 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 Jobsetter 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 derusting 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 shut down 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 Jobsetter be required to operate a machine or displace a Machine Operator.

Settlement:

Jobsetters 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 Jobsetter 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 Jobsetter is to setup these machines, the parties discussed the possibility that some Jobsetters may lack proper training to accomplish this responsibility. Therefore, it is agreed a training program will be instituted to properly train Jobsetters 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 Jobsetters 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 provided 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 positions. 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 insure 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-inter company 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 keep 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 time cards 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 regards 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 Journeypersons 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 are 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 Eatins 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 work station. 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 sound proof 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 employees bank account number will be placed on employees 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 that 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 insure 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 employees 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 kept in a sanitary condition at all times.

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 ladies penthouse locations.

Demand No. 308:

The Union demands that hourly employee's 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 operator's 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 in order 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:

Employee's 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 employees 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 out buildings 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 handle bars, 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 requirements 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 insure 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 tool boxes, 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 tool boxes 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 tool boxes of employees without their knowledge or permission; however, should it be necessary to open an employee's tool box 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 man power 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 painters 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 640Demand 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 more timely 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 with out the 100% ingredients disclosed, the Join 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 eye glasses 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 eye glasses (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 employees 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 carry over 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 carry over 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 be expanded 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 class rooms.

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 tool boxes 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 sound proof materials.

Settlement:

When an issue arises 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 there 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 welders 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 Mens and Womens 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 provided 6 portable 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 @ 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 adverse 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 aiseways, machining areas, etc., and certain assignments such as the operation of any plant vehicles or bicycles, etc., are not compatible with the use of batter 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 insure 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 more timely 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 can not 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 employees 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 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 with in 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 flag pole 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 with in 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 amount 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 regards 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 stands.

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 taking into account 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 tool boxes 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 tool boxes 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 requirement 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 hours 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 Dependant 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 fork lift to move parts in Stl. Stores and move plate Stl. (outside) within these two areas, as Stl. Stores Attendant deems necessary to do his/her job efficiently. Stl. Stores Attendant shall not be permitted to transport Stl., 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 work station 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 work stations 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 be placed 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 than 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 ultra violet 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 work stations 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 not 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 have the ability to use and store pictures of parts that are required under present conditions. These pictures are considered requirement as per customer 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 out 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 insure 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 work station 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 Power House be equipped with a larger Control Room.

Settlement:

The Plant 8 Power House 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 hand rails, 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 an 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 pipe lines 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 Power House 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 indentify 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 train 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:

The Union demands that when management recoups overpayment, they only collect \$130.00 per pay period

Settlement:

Granted

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 company will provide a \$250.00 annual allowance to all active employees for safety shoes to purchase at a vendor of choice. In addition, insoles and orthotics will be covered 100% by Rolls- Royce.

Settlement:

Increase safety shoe allowance to \$150.00 per year and promote use of online resource vs. truck. No orthotics.

Demand No. 644:

The Union demands that the company will provide safety glasses of employees 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.

This Agreement shall continue in full force and effect without change until 11:59 P.M. (Indianapolis Time), February 26, 2025 under the terms and conditions listed herein and under the authority of the 2020 National 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:

Local 933, UAW

Rolls-Royce Corporation

John Snow

David Mair

Matt Barton

Carrie Elkins

Abel Creek

Kevin M. Johnson

Jerry Erisman, Jr

Lewis Johnson

Rick Goss

Jill Kreinbrink

Warren White

Matthew Ketcham

Lindsey Shackelford

Amanda Kirkby